

SALARY & BENEFITS SURVEY
of NATIONAL STAFF in
INTERNATIONAL NGOs

VIETNAM

2009

2009 Salary & Benefits Survey

- INGOs contacted: 50
- INGOs accepted: 40
- INGOs completed: 33

- Hanoi based : 30
- HCMC based: 3

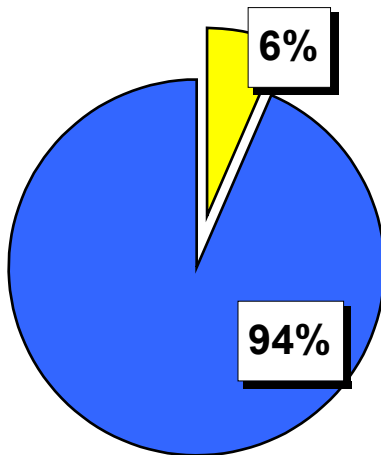
2009 Salary & Benefits Survey

- Small INGOs (1-10 employees): 7
- Medium INGOs (11-25 employees): 11
- Large INGOs (25-80 employees): 10
- Very Large INGOs (80+ employees): 5

- Total number of employees: 1,492
- International Staff: 96
- National Staff: 1,396
- Average number of expatriates per INGO: 3
- INGOs with NO expatriates: 5

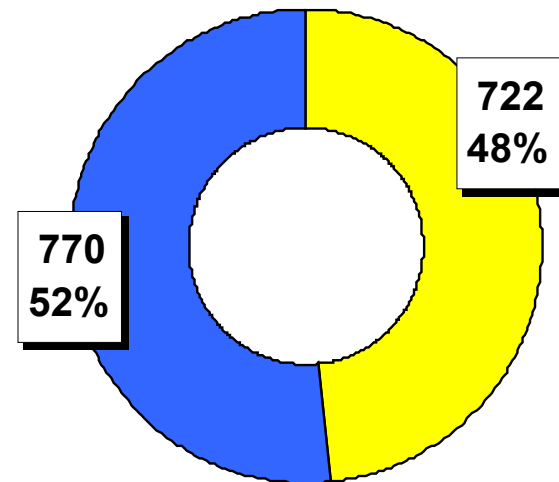
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Proportion of Expatriate Staff



■ International Staff ■ National Staff

Placement of Staff

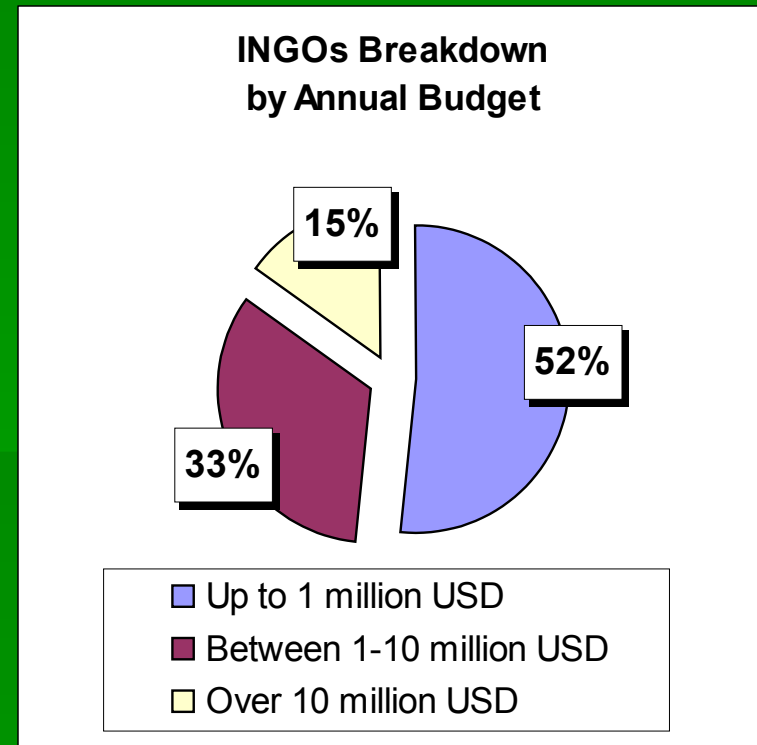


■ Central Offices ■ Field Offices

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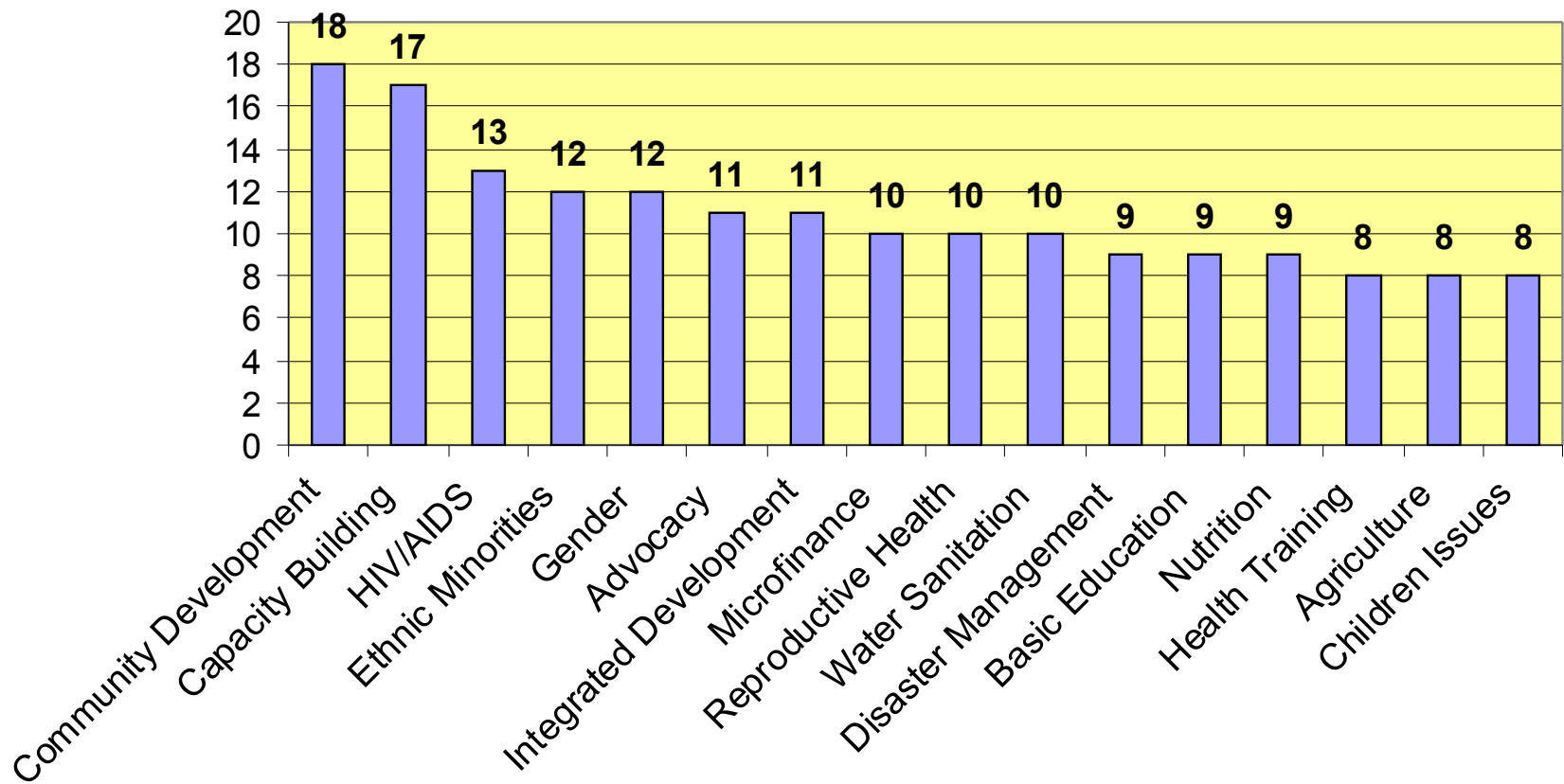
Cumulative annual budget of participating INGOs = 110,822,000 USD

- < 1 million USD: 17
- 1-10 million USD: 11
- > 10 million USD: 5



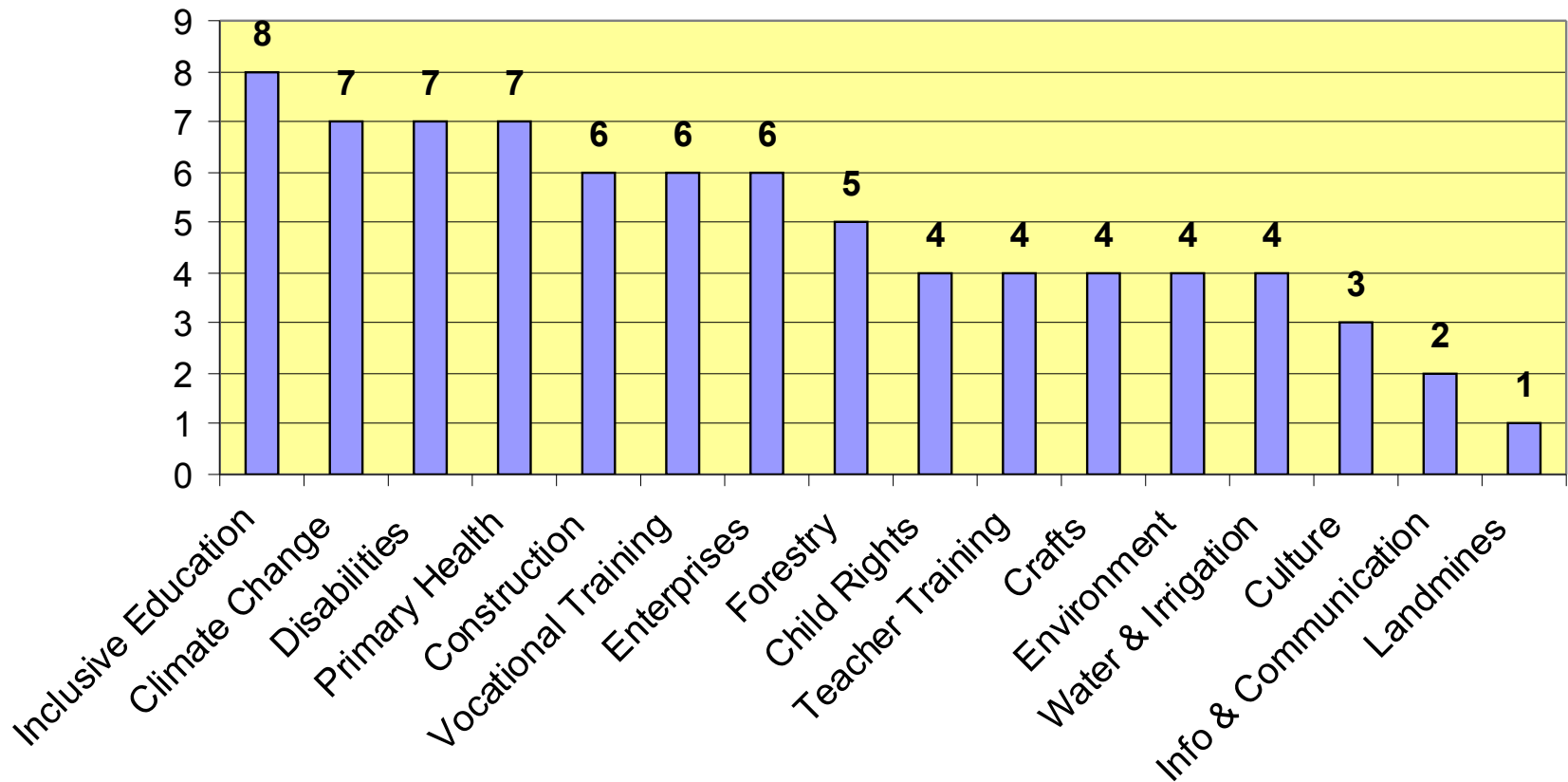
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Number of INGOs Working in Specific Sectors - Chart 1



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Number of INGOs Working in Specific Sectors - Chart 2



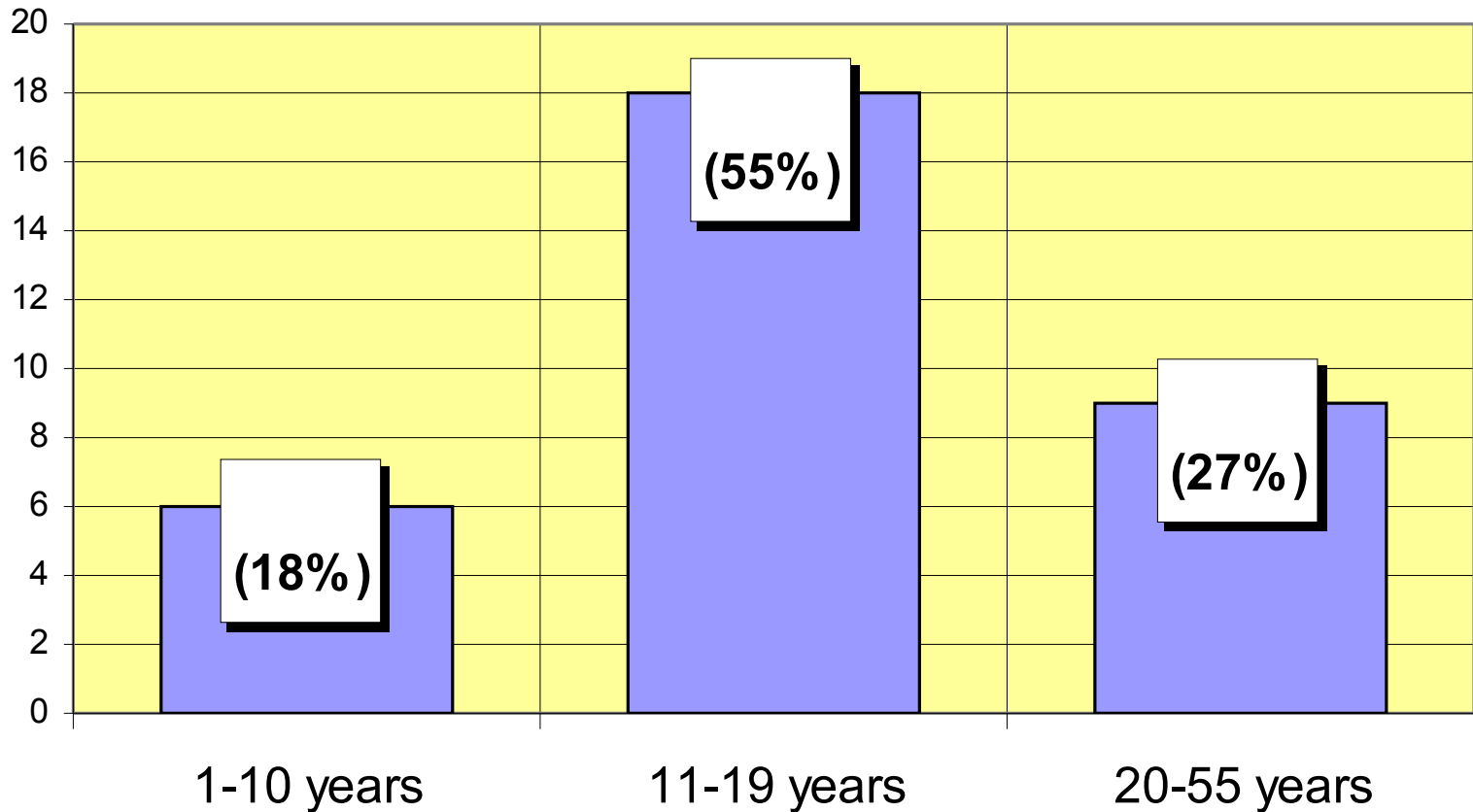
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LIST OF OTHER SECTORS COVERED BY ONE PARTICIPATING INGO ONLY:

- Language Training
- Agent Orange
- Natural Resources
- Wildlife
- War Legacies
- Orphanages
- Dental Care
- Scholarships
- Clinical Research
- Eye Health
- Conflict Resolution
- Public Participation

2009 Salary & Benefits Survey

INGOs Present in Vietnam (Number of Years)



2009 Salary & Benefits Survey

- Salary Scales and Salary Analysis
- Annual Leave, Holidays, Sick Leave etc.
- Study Leave, Training Opportunities
- Insurance and Tax Calculation
- Travel allowance and reimbursement
- Types of contracts, Bonuses etc.
- Working Hours, Overtime