



**2005-06 Salary Increase Projections
General Sectors**

(Increase amounts include merit and inflation)

Effective June 2005

	2005		2006		2006 Increases Planned		
	Average Increase	Inflation (2nd Quarter)	Inflation Projected	Executive	Management	Professional	Employee
Europe							
Austria	3.3	2.1	1.7	3.8	3.5	3.3	3.2
Belgium	3.8	1.8	1.6	3.7	3.4	3.2	3.0
Cyprus	4.2	2.9	2.5	5.0	4.1	4.0	3.9
Czech. Republic	3.5	1.8	2.4	5.0	4.0	4.2	4.0
Denmark	4.3	1.6	1.9	3.5	3.2	3.0	3.0
Estonia	3.4	4.6	3.9	4.5	4.3	4.1	4.0
Finland	3.3	0.3	0.5	3.5	2.5	2.2	2.0
France	4.2	1.7	1.8	4.0	4.0	3.9	3.8
Germany	3.7	1.4	1.2	3.5	3.2	3.1	3.0
Greece	5.1	2.9	2.8	5.0	5.0	4.9	4.5
Hungary	9.3	3.2	3.3	5.0	4.5	4.3	4.5
Irish Republic	3.5	2.3	2.6	4.2	3.9	3.6	3.4
Italy	4.3	1.9	2.0	4.5	4.0	4.0	3.8
Latvia	7.3	6.9	7.0	9.5	8.3	8.2	8.0
Lithuania	7.2	6.6	6.8	8.5	7.3	7.2	7.1
Luxembourg	3.9	2.3	2.3	4.4	4.0	4.0	3.7
Netherlands	4.2	1.3	1.5	4.6	4.3	4.2	4.0
Norway	3.6	1.1	1.2	4.0	3.8	3.7	3.5
Poland	4.2	3.8	3.4	5.5	4.8	4.6	4.0
Portugal	5.3	2.3	2.4	5.7	5.4	5.3	5.0
Russia	12.3	7.8	8.2	10.4	10.3	10.1	10.0
Slovak Republic	6.3	2.8	2.9	5.0	4.8	4.7	4.0
Slovenia	6.2	3.1	2.9	5.0	4.9	4.9	4.5
Spain	5.4	2.9	2.8	6.0	5.4	5.3	5.1
Sweden	3.2	0.8	1.4	3.8	3.3	3.2	3.0
Switzerland	2.3	1.2	1.3	2.6	2.4	2.2	2.0
United Kingdom	3.5	1.9	1.8	4.5	3.7	3.2	3.2
Asia Pacific							
Australia	4.2	2.7	2.5	4.6	4.3	4.2	4.0
Bangladesh	7.8	6.1	5.7	6.3	5.9	5.8	5.5
China	5.5	3.8	3.6	5.5	5.3	5.2	5.1
Hong Kong	1.7	0.9	1.0	3.0	2.4	2.3	2.2
India	5.6	4.3	4.5	6.2	5.7	5.7	5.1
Indonesia	9.3	8.9	8.1	9.5	8.5	8.2	8.0
Japan	2.1	(0.3)	0.1	3.0	2.5	2.2	2.0
Korea (South)	6.0	3.1	3.4	6.5	6.1	6.0	5.5
Malaysia (pen.)	2.6	2.3	2.2	3.0	2.4	2.5	2.3
New Zealand	4.0	2.6	2.1	4.0	3.8	3.7	3.4
Pakistan	10.3	9.8	9.2	10.5	9.3	9.0	8.0
Philippines	8.9	8.3	8.3	9.5	8.6	8.5	8.0
Singapore	3.6	1.2	1.4	3.8	3.4	3.5	3.1
Sri Lanka	9.3	8.5	8.6	9.6	9.4	9.2	8.6
Taiwan	3.4	2.2	2.1	4.0	3.3	3.1	3.0
Thailand	4.5	3.2	2.8	4.0	3.9	3.8	3.5
Vietnam	9.8	9.2	9.3	10.0	9.8	9.5	9.3



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Africa/ Middle East							
Bahrain	3.6	3.0	3.2	4.5	3.6	3.5	3.5
Egypt	10.1	9.4	9.6	10.5	10.0	10.0	9.8
Israel	2.1	0.7	0.9	3.0	2.5	2.2	2.1
Kenya	13.5	12.9	12.7	14.0	13.5	13.3	13.0
Nigeria	17.7	16.9	16.1	18.0	16.8	16.6	16.2
Saudia Arabia	6.7	5.7	5.5	3.0	2.6	3.1	2.4
South Africa	7.1	5.8	0.4	3.0	2.7	2.5	2.4
Turkey	12.2	9.3	10.3	12.5	12.0	12.1	11.5
UAE	5.1	2.7	2.8	5.5	5.2	5.1	4.6
Zimbabwe	117.1	127.0	120.0	125.0	122.0	121.0	120.0
Latin America							
Argentina	9.3	9.2	9.2	11.5	10.1	10.0	9.8
Brazil	7.3	7.2	7.4	8.3	7.5	7.4	6.9
Chile	3.4	2.3	2.4	3.4	2.5	2.3	2.0
Colombia	8.1	5.1	5.3	7.5	7.2	7.0	6.8
Costa Rica	11.4	10.8	10.3	12.0	11.3	11.1	10.2
Ecuador	4.0	1.8	2.1	4.0	3.5	3.2	3.0
Guatemala	9.7	8.0	7.5	8.0	7.9	7.5	7.0
Mexico	6.5	4.2	4.4	7.0	6.5	6.0	6.0
Panama	5.2	3.5	3.6	5.5	5.0	4.8	4.7
Peru	5.7	2.1	2.4	6.0	5.5	5.6	4.0
Puerto Rico	4.6	2.5	2.7	5.0	4.8	4.0	4.0
Venezuela	17.1	16.1	16.3	18.0	17.2	17.1	17.0
North America							
Canada	3.6	2.1	2.3	3.7	3.3	3.2	3.0
USA	5.3	2.7	2.6	5.0	4.6	4.4	4.2

Notes:

- 1 Survey data is effective May 2005.
- 2 Merit salary survey data for 2005 and 2006 was obtained from over 4,000 ERL clients and general survey participants.
- 3 In higher inflation countries, increases may be given more frequently than annual.
- 4 CPI data provided by The World Bank, IMF, and the London School of Economics, Barclays Bank and the Economist Intelligence Unit.
- 5 Sector specific increases are available upon request for a nominal fee (e.g., telecom and software development).
- 6 A total of 64 countries are listed, but data is available for another 62 countries. Specific labor markets are available for \$50 per location (e.g. Brazil- Rio de Janerio, Sao Paulo, and Brazilia).