

BioSpectrum

the business of life sciences

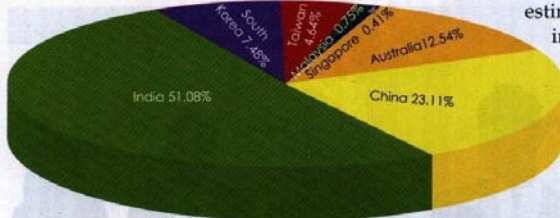
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Asia Life science industry employs **2.3 million** People

Human Resource Analysis



Asia Life science manpower split (%) by region

A **LITTLE** over a million people are employed in the core life science industry in the Asia Pacific region, estimates *BioSpectrum*. A similar number is employed in the related industries taking the total number of people employed in the life sciences industry to 2.3 million.

The related industries include the life science education sector and the allied industry segments. The industry segments included conform to the *BioSpectrum* life science industry definition broadly including pharmaceutical, medical devices and biotechnology industries.

According to the first "*BioSpectrum* Asia Life Science HR Survey", which was conducted as a part of the publication's annual exercise-*BioSpectrum* Asia Pacific Top 20 Survey, 74 percent of these employees are in India and China, with India alone accounting for over 50 percent. This is followed by Australia with about 250,000 people depending on the life science industry for employment.

With the exception of South Korea and Taiwan rest of the countries barely make for less than one percent of this 2.3 million human resource pool. The survey estimates are a result of a sampling exercise of the overall industry corroborated with the market experts across Asian countries.



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OverView



Asia CEOs earn \$2.23 mn a year

The average CEO compensation in the Asia Pacific life science industry stood at \$2.23 million in 2008. South Korea emerged as the country with the highest CEO compensation average of over \$10 million with India lagging behind at No 2 position at an average of \$1.74 million.

Human Resource Analysis

According to *BioSpectrum* estimates, across geographies the highest number of well paid CEOs are in the revenue band of \$100-300 million. The estimation is based on the survey of publicly listed companies in the Asia Pacific region and the extrapolations with respect to the private sector.

In India, the most well paid CEOs were in the revenue band of companies over \$600 million.

Most CEOs in Australia which has the highest number of companies in the sub-\$10 million revenue range made on an average just about \$0.21 million in 2008.

The revenue band of \$10-50 million was a great leveler with CEOs across countries heading companies in this revenue range made thereabout same in their annual compensation. The variation was the minimum in this range.

Nandita Singh

Average Pharma & Biomedical CEO Base Compensation (in '000 US Dollars)

Country	Local Start ups with <10 employees	Non-MNCs with <50 employees	MNCs with >50 employees
Australia	180-250	200-300	300-600
South Korea	150-200	200-350	250-550
China	30-50	100-150	150-250
Hong Kong	150-200	200-300	300-500
Singapore	100-150	150-200	200-400
Malaysia	30-50	80-150	150-200
India	20-30	30-80	80-150

ScienTec Consulting, Singapore

The growth in healthcare and biomedical sciences related industries in Asia has led to a surge in demand for executives with relevant experience in this sector over recent years. Both multinationals and growing start-ups are expecting to hire more executives as their businesses expand in the Asia Pacific region. The demand is still strong for American, European and Australian expatriates who have relevant management and industry experience. However, there

is also an increased popularity of hiring for returning Asian expatriates with relevant experience from the US and other developed countries, due to similar cultural backgrounds and possible previous Asian market experience and local knowledge. Apart from expatriates, local executives with strong management experience continue to make up a significant part of the top executives in the region.

Total compensation for top executives can vary substantially depending on the component of stock options that are included in the total package. Including stock options, total compensation can vary by more than 10 times for executives in similar size companies, which could be in the tens of millions of dollars for rapidly growing companies with corresponding share price increases.

The average executive compensation table on this page focuses only on base salary, plus fixed allowances and excludes compensation from other cash components such as performance bonus, stock options and any additional incentives tied to stock or sales performance of the company.

In China, the executives' salaries has increased by 40-50 percent over the last few years for both local hires and expatriates, due to economic growth and the increase of demand for executives with strong management skills. Executive salaries in India are expected to increase faster than average given that it is one of the fastest growing countries in the region. Besides the higher cost of living, the higher executive salaries in Hong Kong and Singapore are partly due to executives holding regional responsibilities and larger markets, as these two countries have the highest number of regional headquarters.

Karen Tok