

Iran Annual Compensation Survey – Sector Cut Report

The **Iran Annual Compensation Survey (IACS)** has been running since 2002. It is the only compensation survey in Iran and is based on an international global grading system. The survey is produced based on confidential data shared by participants and as such is sold only to participating companies in the present or forthcoming survey cycle.

The IACS cycle runs from **September to December** each year. The IACS report is produced in December.

Sector cuts are produced for various industries which have over 8 participating companies of the same industry. Annually produced sector cuts are: Oil and Gas, Telecom, FMCG, Cement, Banking and Pharmaceutical industries.

The contents of the sector cut report are as follows:

Table of Contents

	Introduction	5
	Executive Summary	9
	About this Study	21
	List of Participants	25
	Definition of Term Used	29
	Direct Compensation	33
1	Compa-Ratio Comparisons by Positions	37
2	Output by Position	49
3	Compa-Ratio Comparisons by Grade	159
4	Output by Grade	161

Please note, this report is updated annually and is part of the Human Capital Data Series.

For more information on our other publications and reports, please refer to our website:

www.atiehinternational.com

For further information on how to purchase this report, please contact us:

info@atiehinternational.com

or

+43-1-996 2078