

ASIA
HOUSING BENEFITS
- SURVEY/STUDY REPORT -
(2 December 2009)

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1) OVERVIEW OF REPORT

- 📄 This survey/study report shows the employee housing benefits market practice for 13 countries & 21 cities in Asia.
- 📄 This survey/study report also shows the housing benefits tax treatment for 14 Asia countries.

2) SURVEY METHODOLOGY

1) Data collection period.

The Asia housing benefits survey was conducted during the period 19 October 2009 to 2 December 2009.

2) Mode of data collection.

Surveys were sent via email to the Human Resources managers of various industries.

3) Mode of data verification.

All of the data contained in this report has been reviewed for accuracy and reliability. Participants were contacted via email & telephone to resolve any potential data distortion.

4) Currency.

For ease of comparison across countries, all figures in the report are converted to US dollar (US\$).

3) PARTICIPATING COMPANIES

The list of participating companies is included in this section. By reviewing this section, you will gain a better understanding of the sources of data, helping you to better interpret and apply the report's results.

Australia (Sydney)

Company	Company description	Parent company nationality
✚ Sony Ericsson	✚ Provider for mobile communication products such as mobile phones & accessories for consumers with different lifestyle needs for music, pictures, gaming, & other entertainment.	✚ Swedish & Japanese

China (Beijing)

Company	Company description	Parent company nationality
✚ Datacraft Asia Pte Ltd	✚ Information Technology	✚ South Africa
✚ Gemalto Pte Ltd	✚ World's biggest smartcard company in the digital security business.	✚ France

China (Dongguan)

Company	Company description	Parent company nationality
✚ Hong Leong Asia	✚ Hong Leong Asia (HLA) is the manufacturing/industrial business unit of Hong Leong Group Singapore, which includes City Developments Limited (CDL), Hong Leong Finance and Millennium & Copthorne International Limited.	✚ Singapore

China (Guangzhou)

Company	Company description	Parent company nationality
✚ Hong Leong Asia	✚ Hong Leong Asia (HLA) is the manufacturing/industrial business unit of Hong Leong Group Singapore, which includes City Developments Limited (CDL), Hong Leong Finance and Millennium & Copthorne International Limited.	✚ Singapore
✚ Meggitt Aerospace Asia Pacific Pte Ltd	✚ Aerospace	✚ United Kingdom

China (Henan)

Company	Company description	Parent company nationality
✚ Hong Leong Asia	✚ Hong Leong Asia (HLA) is the manufacturing/industrial business unit of Hong Leong Group Singapore, which includes City Developments Limited (CDL), Hong Leong Finance and Millennium & Copthorne International Limited.	✚ Singapore

China (Shanghai)

Company	Company description	Parent company nationality
✚ Gemalto Pte Ltd	✚ World's biggest smartcard company in the digital security business.	✚ France
✚ Hong Leong Asia	✚ Hong Leong Asia (HLA) is the manufacturing/industrial business unit of Hong Leong Group Singapore, which includes City Developments Limited (CDL), Hong Leong Finance and Millennium & Copthorne International Limited.	✚ Singapore
✚ Neptune Orient Lines Ltd	✚ Transportation & Logistics	✚ Singapore

China (Shenzhen)

Company	Company description	Parent company nationality
✚ Volex (Asia) Pte Ltd	✚ Manufacturing cables assemblies	✚ United Kingdom

China (Tianjin)

Company	Company description	Parent company nationality
✚ Hong Leong Asia	✚ Hong Leong Asia (HLA) is the manufacturing/industrial business unit of Hong Leong Group Singapore, which includes City Developments Limited (CDL), Hong Leong Finance and Millennium & Copthorne International Limited.	✚ Singapore

Hong Kong (Hong Kong)

Company	Company description	Parent company nationality
✚ ACR Capital Holdings Pte Ltd	✚ Reinsurance	✚ Singapore
✚ Neptune Orient Lines Ltd	✚ Transportation & Logistics	✚ Singapore

India (Mumbai)

Company	Company description	Parent company nationality
✚ Neptune Orient Lines Ltd	✚ Transportation & Logistics	✚ Singapore

Indonesia (Batam)

Company	Company description	Parent company nationality
✚ Kuok	✚ Shipping & Investments	✚ Singapore
✚ NOK Asia Company Pte. Ltd.	✚ Manufacturing of oil seals	✚ Japan

Japan (Tokyo)

Company	Company description	Parent company nationality
✚ Neptune Orient Lines Ltd	✚ Transportation & Logistics	✚ Singapore

Malaysia (Johor)

Company	Company description	Parent company nationality
✚ Hokuriku	✚ Sales & marketing of electronics components/PCBs.	✚ Japan

Malaysia (Kuala Lumpur)

Company	Company description	Parent company nationality
✚ Olympus	✚ Retail, Life Sciences & Biomedical Products	✚ Japan

Philippines (Manila)

Company	Company description	Parent company nationality
✚ Kuok	✚ Shipping & Investments	✚ Singapore

Singapore (Singapore)

Company	Company description	Parent company nationality
ACR Capital Holdings Pte Ltd	Reinsurance	Singapore
Boehringer Ingelheim Singapore Pte Ltd	Pharmaceutical	Germany
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
Hitachi Cable (Singapore) Pte Ltd	Manufacturing	Japan
Hitachi Elevator Engineering (S) Pte Ltd	Engineering - Elevators & Escalators	Japan
Hitachi Plant Technologies Ltd	Engineering	Japan
Hokuriku (Singapore) Pte Ltd	Sales & marketing of electronics components/PCBs.	Japan
JVC Electronics Singapore Pte Ltd	Designing of Car Audio Products	Japan
Meggitt Aerospace Asia Pacific Pte Ltd	Aerospace	Britain
NOK Asia Company Pte. Ltd.	Manufacturing of oil seals	Japan
Neptune Orient Lines Ltd	Transportation & Logistics	Singapore
Pepperl+Fuchs (Mfg) Pte Ltd	Manufacturing of Electronics Sensors	Germany
Pokka Corporation (Singapore) Pte Ltd	Manufacturing of beverages	Japan
Singapore Chemi-Con (Pte) Ltd	Electrolytic capacitors	Japan
Sony Ericsson	Provider for mobile communication products such as mobile phones & accessories for consumers with different lifestyle needs for music, pictures, gaming, & other entertainment.	Swedish & Japanese
Sybase (Singapore) Pte Ltd	Information Technology	USA

South Korea (Seoul)

Company	Company description	Parent company nationality
Neptune Orient Lines Ltd	Transportation & Logistics	Singapore
Sony Ericsson	Provider for mobile communication products such as mobile phones & accessories for consumers with different lifestyle needs for music, pictures, gaming, & other entertainment.	Swedish & Japanese

Taiwan (Taipei)

Company	Company description	Parent company nationality
Sony Ericsson	Provider for mobile communication products such as mobile phones & accessories for consumers with different lifestyle needs for music, pictures, gaming, & other entertainment.	Swedish & Japanese

Thailand (Bangkok)

Company	Company description	Parent company nationality
Kuok	Shipping & Investments	Singapore
Millennium & Copthorne International	Hospitality Services	Singapore
Olympus	Retail, Life Sciences & Biomedical Products	Japan

Vietnam (Hanoi)

Company	Company description	Parent company nationality
✚ Volex (Asia) Pte Ltd	✚ Manufacturing cables assemblies	✚ United Kingdom

Vietnam (Ho Chi Minh)

Company	Company description	Parent company nationality
✚ Hitachi Transport System (Asia) Pte Ltd	✚ Logistics & Freight Forwarding	✚ Japan
✚ Koon Holdings Limited	✚ Civil Engineering construction	✚ Singapore
✚ Kuok	✚ Shipping & Investments	✚ Singapore
✚ Olympus	✚ Retail, Life Sciences & Biomedical Products	✚ Japan
✚ Pepperl+Fuchs (Mfg) Pte Ltd	✚ Manufacturing of Electronics Sensors	✚ Germany

4) DEFINITIONS OF TERMINOLOGIES USED

Terminologies	Definitions
Company head	Top position who is accountable for, manages and controls the work and results of all business lines and support functions such as HR, Finance, etc.
Function head	Top position of a function, e.g. Head of HR, Head of Finance, Head of Sales, etc.
Manager	Typically, managers responsible for day to day operational management and reporting to Function Head. Work typically involves planning and supervision of subordinates' work as well as fulfillment of internal or external client needs in assigned specialty or work area.
Non-Manager	All other staff not defined as Company head, Function head, or Manager.
Housing allowance	Housing allowance refers to the allowance given to expatriates for housing.
Sample size	The number of companies participating in the survey.
Min	The lowest data of the relevant data falls.
Median	The figure below which 50% of the relevant data falls.
Max	The highest data of the relevant data falls.

5) ASIA HOUSING BENEFITS MARKET PRACTICE

(i) Housing allowance per month (US\$) – by City

	India (Mumbai)	Japan (Tokyo)	Australia (Sydney)	South Korea (Seoul)	China (Beijing)	China (Shanghai)	Singapore (Singapore)	Taiwan (Taipei)	Malaysia (Johor)	Malaysia (Kuala Lumpur)	Hong Kong (Hong Kong)	Philippines (Manila)	Thailand (Bangkok)	Vietnam (Hanoi)	Vietnam (Ho Chi Minh)	Indonesia (Batam)	China (Dongguan)	China (Tianjin)	China (Shenzhen)	China (Henan)	China (Guangzhou)	
Min	Company Head	8200	8000	5119	4487	4906	1245	2601	3243	1921	1714	1419	1000	753	1000	721	800	1245	1245	867	732	732
	Function Head	-	-	-	-	4906	1245	2384	2625	1773	1551	1419	1000	542	-	649	578	1245	1245	723	732	732
	Manager	-	-	-	-	3207	513	1806	-	-	1359	1419	1000	800	-	649	800	513	513	578	439	439
	Non-Manager	-	-	-	-	2080	366	1445	-	-	1005	-	1000	800	-	505	800	366	366	-	293	293
	Overall	8200	8000	5119	4487	2080	366	1445	2625	1773	1005	1419	1000	542	1000	505	578	366	366	578	293	293
Median	Company Head	8200	8000	5119	4944	5565	5413	4335	3243	1921	1729	1419	1200	1000	1000	1000	1000	1245	1245	867	732	732
	Function Head	-	-	-	-	5565	5413	3396	1000	1773	1566	1419	1200	852	-	938	1000	1245	1245	723	732	732
	Manager	-	-	-	-	3896	3721	2890	-	-	1389	1419	1200	1000	-	1000	1000	513	513	578	439	439
	Non-Manager	-	-	-	-	2724	1142	2168	-	-	1019	-	1200	1000	-	1000	1000	366	366	-	293	293
	Overall	8200	8000	5119	4944	4906	3721	3251	2934	1847	1470	1419	1200	1000	1000	1000	1000	879	879	723	586	439
Max	Company Head	10000	8000	5119	5400	6532	10691	14450	3243	1921	1729	1419	1200	3267	1000	3000	1445	1245	1245	867	732	732
	Function Head	-	-	-	-	8787	7762	8670	2625	1773	1566	10709	1200	1506	-	2000	1156	1245	1245	723	732	732
	Manager	-	-	-	-	4906	6005	8670	-	-	1389	1419	1200	1000	-	1000	1000	513	513	578	439	439
	Non-Manager	-	-	-	-	3281	3496	4335	-	-	1019	-	1200	1000	-	1000	1000	366	366	-	293	293
	Overall	10000	8000	5119	5400	8787	10691	14450	3243	1921	1729	10709	1200	3267	1000	3000	1445	1245	1245	867	732	732
Sample size	1	1	1	2	2	3	16	1	1	1	2	1	3	1	5	2	1	1	1	1	1	2

Note:

- 📌 Market data for countries/cities with less than 3 sample size may not be reflective of the median market practice.
- 📌 Figures in this table include individuals, with spouse, and with child.

(ii) Housing allowance per month (US\$) – by Country

		India	Japan	Australia	South Korea	Singapore	Taiwan	Malaysia	Hong Kong	China	Philippines	Thailand	Indonesia	Vietnam
Min	Company Head	8200	8000	5119	4487	2601	3243	1714	1419	732	1000	753	800	721
	Function Head	-	-	-	-	2384	2625	1551	1419	723	1000	542	578	649
	Manager	-	-	-	-	1806	-	1359	1419	439	1000	800	800	649
	Non-Manager	-	-	-	-	1445	-	1005	-	293	1000	800	800	505
	Overall	8200	8000	5119	4487	1445	2625	1005	1419	293	1000	542	578	505
Median	Company Head	8200	8000	5119	4944	4335	3243	1825	1419	1245	1200	1000	1000	1000
	Function Head	-	-	-	-	3396	1000	1670	1419	1000	1200	852	1000	938
	Manager	-	-	-	-	2890	-	1389	1419	513	1200	1000	1000	1000
	Non-Manager	-	-	-	-	2168	-	1019	-	366	1200	1000	1000	1000
	Overall	8200	8000	5119	4944	3251	2934	1640	1419	1245	1200	1000	1000	1000
Max	Company Head	10000	8000	5119	5400	14450	3243	1921	1419	10691	1200	3267	1445	3000
	Function Head	-	-	-	-	8670	2625	1773	10709	8787	1200	1506	1156	2000
	Manager	-	-	-	-	8670	-	1389	1419	6005	1200	1000	1000	1000
	Non-Manager	-	-	-	-	4335	-	1019	-	3496	1200	1000	1000	1000
	Overall	10000	8000	5119	5400	14450	3243	1921	10709	10691	1200	3267	1445	3000
	Sample size	1	1	1	2	16	1	2	2	11	1	3	2	6

Note:

- Market data for countries/cities with less than 3 sample size may not be reflective of the median market practice.
- Figures in this table include individuals, with spouse, and with child.

6) TAX TREATMENT OF HOUSING BENEFITS IN ASIA.

Housing benefits tax implications on employee:

Country	Accommodation provided/reimbursed	Housing Allowance
Australia	Not taxable	Not taxable
Bangladesh	<p>In Bangladesh, it is more tax effective structure the housing benefits as company provided accommodation. Accommodation provided to employee & expatriate is taxable for rental paid directly to owner of the accommodation. It is treated as an income assessed at the 'rental value' of such accommodation, OR 25% of the basic salary of the employee, whichever is less. Lease agreement must be under employer's name.</p> <p>Taxable to employee & expatriate for rental reimbursed to employee & expatriate, it is considered as housing allowance</p>	Not taxable to employee & expatriate for a maximum ceiling of BDT 15,000 per month or 50% of base salary, whichever is less.
China	<p style="text-align: center;">Taxable to employee</p> <p>Not taxable to expat for housing benefits if supported by receipts on reimbursement basis.</p>	Taxable
Hong Kong	<p>In Hong Kong, it is more tax effective structure the housing benefits as company provided accommodation. Housing benefit is taxable to employee & expat based on the lesser of the rateable value of the premises (approximately the actual rental value) or a specified percentage of the assessable income of the employee (subject to certain adjustments). The specified percentages are as follows:</p> <ul style="list-style-type: none"> • 4% — where the accommodation consists of not more than one room in a hotel, hostel or boarding-house. • 8% — where the accommodation consists of not more than two rooms in a hotel, hostel or boarding-house. • 10% — in all other cases except that the rateable value, as ascertained under the rating ordinance, may be substituted if smaller (sec 9(2)). <p>Typical case of an employee renting a flat, the deemed housing benefit for the purposes of salaries tax will be 10% of his income, excluding certain items.</p>	Taxable
India	<p>In India, it is more tax effective structure the housing benefits as company provided accommodation, because only a portion (15% or 20%) of the income are subjected to tax instead of structuring the housing benefits as a cash allowance where 100% of the allowance is taxable in India.</p> <p>Employer-provided accommodation ("EPA") results in a perquisite in the hands of the employee. The perquisite value of EPA is determined at the lower of the following for the period during which EPA is provided, reduced by the amount recovered from the employee:</p> <ul style="list-style-type: none"> • where the accommodation is owned by the employer: <ul style="list-style-type: none"> (a) 20% of salary, in a city having a population of more than 0.4 million, as per 2001 census; or (b) 15% of salary, in other cities; • where the accommodation is taken on lease or rented by the employer, lower of the: <ul style="list-style-type: none"> (a) actual amount of lease charges or rent paid; or (b) 20% of salary. <p>Where furnished accommodation is provided, the perquisite value of EPA is increased by 10% of the cost of furniture per annum or actual hire charges payable, reduced by the amount recovered from the employee. Salary for the purpose of computing the perquisite value of EPA has been defined to include any pay, allowances, bonus or commission payable monthly or otherwise, or any monetary payment received from one or more employers, and excludes:</p> <ul style="list-style-type: none"> • dearness allowance or dearness pay unless it is considered for retirement benefits; • employers' contribution to the provident fund; • allowances which are exempt from payment of tax; and • the value of other perquisites. 	<p>Housing Rent Allowance (HRA) paid to an employee for meeting his expenditure towards hire of accommodation is exempt from tax up to the least of the following:</p> <ul style="list-style-type: none"> • 50% of salary, where the house is situated in metro cities namely Delhi, Chennai, Kolkata and Mumbai and 40% of salary in other cases; • HRA received for the period for which rented accommodation is occupied by the employee; or • rent paid by the employee in excess of 10% of salary for the period for which rented accommodation is occupied by the employee.

	<p>Provision of hotel accommodation by the employer results in a perquisite in the hands of the employee. The perquisite value of hotel accommodation is determined at the lower of the following for the period during which accommodation is provided, reduced by the amount recovered from the employee:</p> <ul style="list-style-type: none"> • actual charges paid or payable; or • 24% of salary paid or payable. <p>No perquisite arises where hotel accommodation is provided for a period not exceeding 15 days in the aggregate, on the transfer of an employee. Salary has the same meaning as that for computation of perquisite value of EPA as discussed above.</p> <p>Dual accommodation Where an employee is provided accommodation at the place from where he is transferred and also at the place where he is relocated, no perquisite value arises for any one accommodation up to 90 days, and thereafter perquisite value arises for both the accommodations.</p>	
Indonesia	<p>Taxable for reimbursement of housing benefit.</p> <p>Not taxable to employee & expat, if accommodation rent/provided under employer's name.</p>	Taxable
Japan	<p>Where an employer leases a residence on behalf of its employees, the taxable benefit is calculated based on the tax base for property tax. Where an employer rents a residence on behalf of its directors, generally 50% of the rental costs is treated as the taxable benefit. If the residence is used for business purposes as well, the taxable benefit is reduced by 30%. Nonetheless, if the residence is considered as a luxury house, the full amount of rental costs is treated as the taxable benefit. Whether or not the residence is a luxury is determined by floor space (the general threshold is 240 square metres) and facilities. If the residence is small (less than a specified floor space), the taxable benefit is calculated in the same way as for an employee. Real estate tax - Property tax is imposed on certain fixed assets by the local government where the assets are located. Fixed assets subject to property tax are land, buildings and depreciable assets, excluding cars. The tax is payable by the individual who is registered as the owner of these fixed assets as of 1 January every year. The tax is levied at the rate of 1.4%. The tax base of land and buildings is revalued every 3 years by the local government and the tax base of depreciable assets is determined based on information returns submitted by the taxpayer every year. There are some concessionary measures to reduce the tax base for residential land and houses and also de minimis rules to exclude small assets. In addition to property tax, local governments engaged in projects under the City Planning Act, etc. may impose city planning tax on land and buildings to obtain funds for such projects. The local government can determine the tax rate up to 0.3%.</p>	Taxable
Malaysia	<p>Housing accommodation provided by the employer is assessed at the lower of 30% of the employee's gross income or the defined value of the accommodation. Hotel accommodation is taxed at 3% of the employee's gross cash remuneration. From 1 January 2009, for the purposes of computing the taxable value of living/hotel accommodation, gross income excludes gross income in respect of an employee's right to acquire shares.</p>	Taxable
Philippines	<p>Not taxable to employee but taxable to employer as it is considered Fringe Benefit Tax</p>	Not taxable to employee but taxable to employer as it is considered Fringe Benefit Tax
Singapore	<p>Where employer provides the accommodation, the taxable benefit is the lower of 10% of employment income, or the annual value of the premises Less rent paid by employee (if any)</p>	Taxable
South Korea	<p>Not taxable to employee & expat, if accommodation rent/provided under employer's name.</p>	Taxable
Taiwan	<p>Not taxable to employee & expat, if lease agreement under employer's name (entity registered in Taiwan).</p>	Taxable
Thailand	<p>Free accommodation provided by employer (Note: Department Instruction No. 23/2533); — if actual rent not known, 20% of salary/wages. — if known, based on actual rent, if the place is shared, allocated in proportion to the income of each person. - taxable to employee</p>	Taxable
Vietnam	<p>Taxable</p>	Taxable

Disclaimer: This Asia housing benefits tax guide is meant to be used as a quick general guide only and shall not be construed as advice, opinion, or recommendation.

Source of tax information:

- 1) **Australia**
✚ <http://www.ato.gov.au/individuals/content.asp?doc=/content/12333.htm&mnu=5053&mfp=001>
- 2) **Bangladesh**
✚ <http://www.asiatradehub.com/bangladesh/tax.asp>
- 3) **China**
✚ <http://www.chinatax.gov.cn/n480462/n480513/n480919/index.html>
- 4) **Hong Kong**
✚ http://www.ird.gov.hk/eng/tax/ind_tra.htm#item03
- 5) **India**
✚ http://www.incometaxindia.gov.in/download_all.asp
- 6) **Indonesia**
✚ <http://www.bkpm.go.id/>
- 7) **Japan**
✚ http://www.nta.go.jp/foreign_language/index.htm
- 8) **Malaysia**
✚ <http://www.hasil.gov.my/>
- 9) **Philippines**
✚ http://www.bir.gov.ph/birforms/form_itr.htm
- 10) **Singapore**
✚ <http://www.iras.gov.sg/irashome/default.aspx>
- 11) **South Korea**
✚ <http://www.nts.go.kr/eng>
- 12) **Taiwan**
✚ <http://investintaiwan.nat.gov.tw/>
- 13) **Thailand**
✚ <http://www.rd.go.th/publish/6045.0.html>
- 14) **Vietnam**
✚ <http://www.business.gov.vn/advice.aspx?id=2602>

7) HOUSING RENTAL PRICES WORLDWIDE.

This section shows the list of housing rental websites worldwide. Other than market practice, the actual cost of housing rental can also be used to derive the expatriate housing allowance quantum for various countries worldwide.

1) *Australia*

✦ <http://www.sublet.com/spider/lesearch.asp?state=australia>

2) *Bangladesh*

✦ <http://www.rehabhousing.com/>

3) *Brazil*

✦ <http://www.vivareal.net/buy/brazil/brasilia/>

4) *Britain*

✦ <http://www.upad.co.uk/>

5) *China*

✦ <http://world.soufun.com/>

✦ <http://www.servicedapartmentschina.com/index.aspx>

✦ <http://www.newportchina.com/>

6) *UAE (Dubai)*

✦ http://www.dubaiproperties.ae/main/find_dubai_properties/?cboPage=1&cboListingMode=Rent&cboPropType=0&cboCommunity=0&cboBedRoom=0

✦ <http://www.durentals.me/Residential.html>

✦ http://www.dubairentalproperties.co.uk/Page.aspx?name=About_Us

✦ <http://www.property-dubai.tv/0/properties/?category=Residential+-->Rental&country=UAE&location=Dubai&province=&price=&search=search>

7) *France*

✦ <http://www.immostreet.co.uk/annonces.htm?lang=en&idpays=250&idtt=1&aidecp=1®ion=20&cp=13>

✦ <http://www.immostreet.co.uk/annonces.htm?lang=en&idpays=250&idtt=1&aidecp=1®ion=10&cp=92>

✦ <http://www.arkadia.com/usa/real-estate/for-rent/france/ile-de-france/hauts-de-seine/meudon/>

✦ <http://www.arkadia.com/usa/real-estate/for-rent/france/provence-alpes-cote-d-azur/bouches-du-rhone/la-ciotat/>

✦ <http://www.arkadia.com/usa/real-estate/for-rent/france/provence-alpes-cote-d-azur/bouches-du-rhone/gemenos/>

✦ <http://www.rentcom.info/rentalsparis/rental-paris.html>

8) *Germany*

✦ <http://www.arkadia.com/usa/real-estate/for-rent/germany/baden-wuerttemberg/stuttgart/filderstadt/>

9) *Hong Kong*

✦ <http://qi-homes.com/en/index.php>

✦ <http://www.expatsflats.com/hong-kong-apartment-rentals.html>

✦ <http://www.gohome.com.hk/english/home.asp>

✦ <http://islandproperty.com.hk/rent.php>

✦ http://www.hongkonghomes.com/property_search/form.php?sch_type=1&location=64&pr_from=0&pr_to=100000000&rt_from=0&rt_to=180000&keywords=&page=1&rec_per_page=5&sort_by=3&action=1&mode=1&max_page=0

10) *India*

✦ <http://in.iproperty.com/>

✦ <http://www.99acres.com/>

✦ <http://www.bharathrentals.com/browse/Available/all/all>

11) *Indonesia*

✦ <http://www.sublet.com/spider/lesearch.asp?country=13>

12) *Japan*

✦ <http://www.sakura-house.com/english/search.php>

✦ http://www.jafnet.co.jp/plus/month_top/company_list_e.php?id=3

✦ http://www.jafnet.co.jp/plaza/contentse/e_top.htm

13) *Malaysia*

✦ <http://www.sublet.com/spider/lesearch.asp?country=13>

✦ <http://www.iproperty.com.my/>

14) New Zealand

✚ <http://www.apartments.co.nz/>

15) Philippines

✚ <http://www.islandsproperties.com/rentals/1makati.htm>

✚ <http://www.sublet.com/spider/lesearch.asp?country=13>

✚ <http://www.iproperty.com.ph/>

16) Singapore

✚ <http://www.singaporeexpats.com/housing-in-singapore/search/singapore-apartment-rent.htm>

✚ <http://www.hdb.gov.sg/fi10/fi10206p.nsf/WPDis/Subletting%20Your%20Flat%20/%20RoomStatistics-%20Median%20Subletting%20Rents%20by%20Town%20and%20Flat%20Type?OpenDocument#>

✚ <http://www.propertyguru.com.sg/>

✚ http://singapore.roomsdb.net/display_offers.php

✚ http://www.homebiznez.com/info/guide_aprtrent1.htm

✚ <http://www.moveandstay.com/singapore/servicedapartments.asp>

✚ <http://www.iproperty.com.sg/property/searchresult.aspx?t=R&qpt=P&pt=CO&ds=&mp=0&xp=500000000&k=&mbr=0&xbr=9&mbu=0&xbu=999999&rmp=10&sby=wpz>

✚ <http://www.nationproperty.sg/>

✚ <http://www.singaporecondo.com/>

✚ <http://property.st701.com/>

17) South Korea

✚ <http://www.korearent.kr/search/index.asp?find=find>

✚ http://www.nicerent.com/mn_seoul_real_estate_advenced/advenced_main_frm.asp

18) Taiwan

✚ <http://taipei.sublet.com/>

✚ <http://www.vrhouse.com.tw/>

19) Thailand

✚ http://www.ahomefinder.net/property_for_rent.php

✚ <http://www.servicedapartmentsasia.com/propertylisting.aspx?Country=6&City=Bangkok>

✚ <http://www.sublet.com/spider/lesearch.asp?country=13>

20) USA

✚ http://www.findhomerentals.com/home_rental/search.asp

21) Vietnam

✚ <http://www.hanoihousehunter.com/index.php?hho=type&type=rent>

✚ <http://www.sublet.com/spider/lesearch.asp?country=13>

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