

taap portfolio 2025

Knowledge is powerful. Time is limited.

welcome to brighter



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A TAAP+ subscription includes access to all of these and more!

2025 Data refresh schedule



 Online updates made as new data/information is available

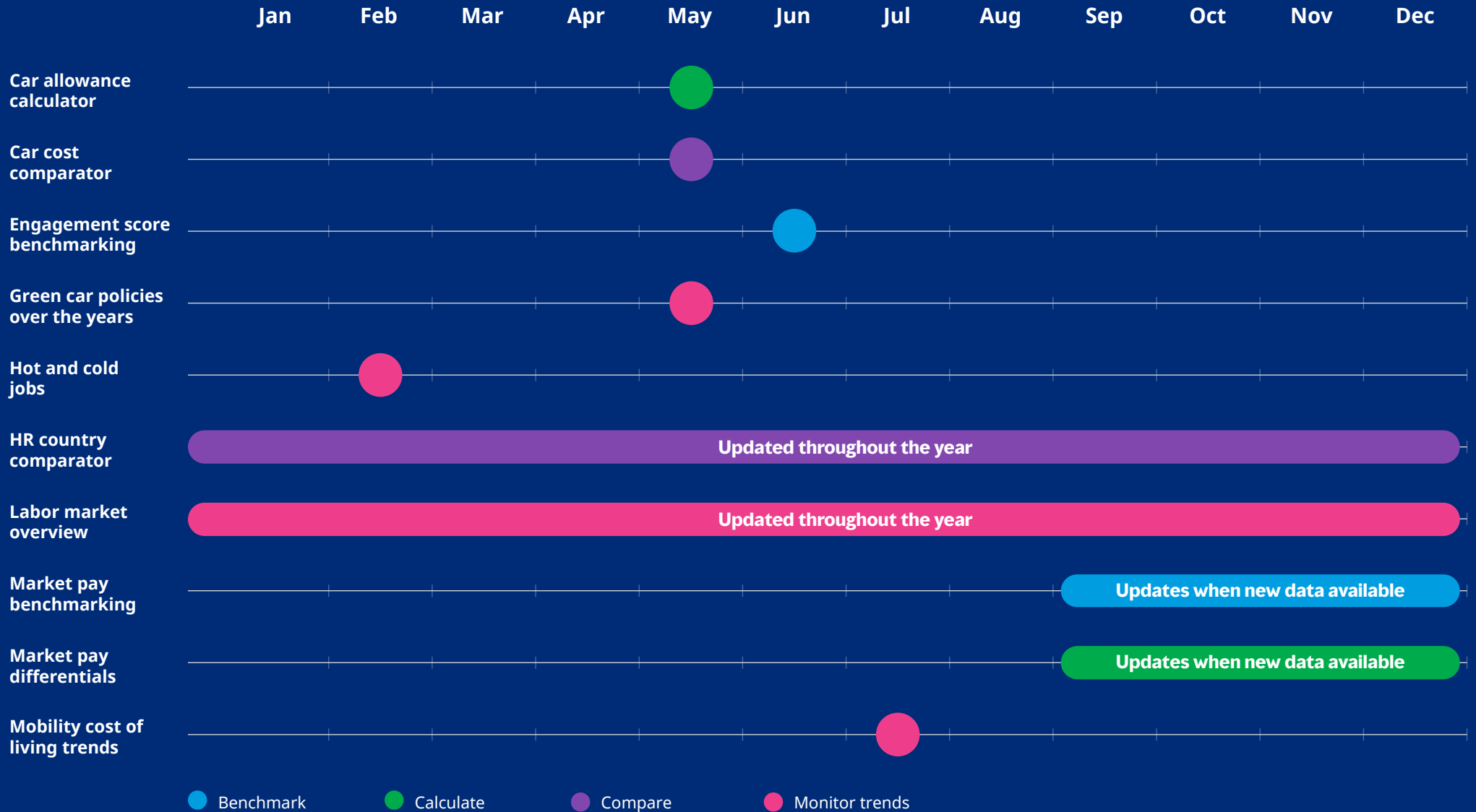
 All markets data refresh online

 Salary Budget Snapshot is exclusive to participants

All dates are subject to change.



2025 TAAP+ tools refresh schedule

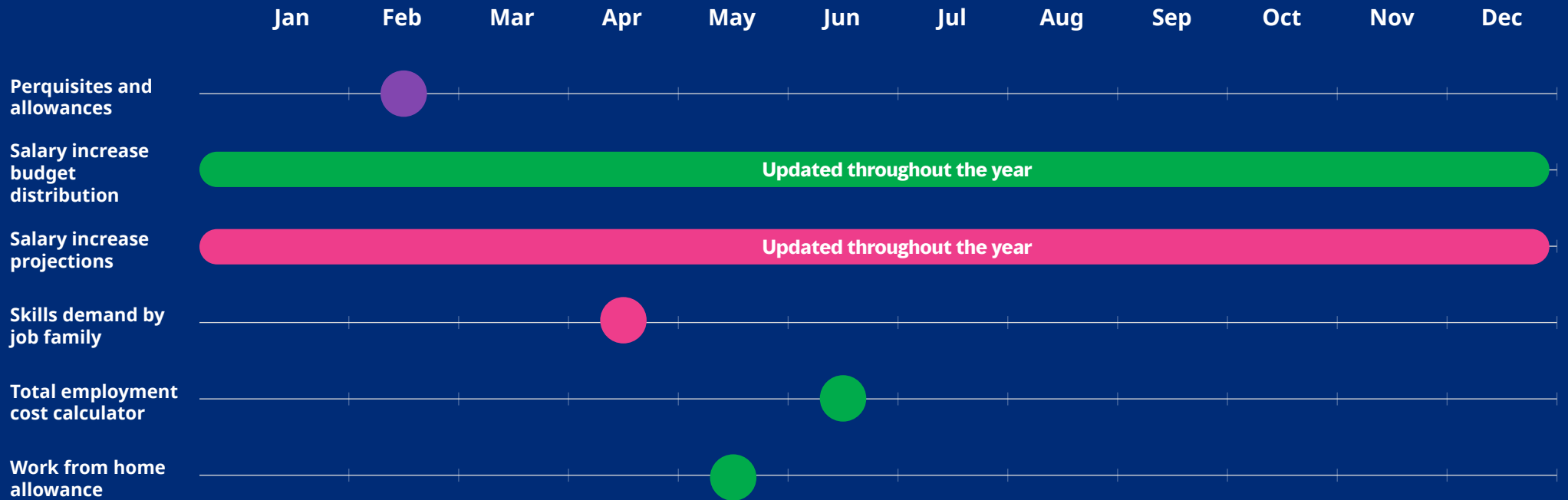


● Benchmark
 ● Calculate
 ● Compare
 ● Monitor trends

All dates are subject to change.



2025 TAAP+ tools refresh schedule



● Benchmark ● Calculate ● Compare ● Monitor trends

All dates are subject to change.



Get actionable insights to quickly inform your daily decisions with TAAP+.

Leverage the power of Mercer data and insights in a single platform to help your HR team make informed decisions across all responsibilities. TAAP+ offers the tools and information you need for meaningful collaboration.



Thoughtfully curated with your biggest questions in mind,
you'll have ...



Industry-leading
reports



Customizable
content



Videos



Calculators



And much more at
your fingertips!

Mercer TAAP+. You can't do your job without it. >>



Get quick answers on pay, benefits, and policies.

- Inform compensation planning with the latest on salary increase budgets and economic indicators.
- Evaluate policies and associated costs.
- Access the latest data on perquisites and allowances.



Boost efficiency, scale productivity, and get more done.

- Save time by having everything in one easy-to-use place.
- Collaborate on business cases and presentations by integrating graphics into PowerPoint.
- Streamline daily activities with guides and checklists.



Packed with the current data you need.

- Stay compliant with the most recent legislative updates and statutory requirements.
- Inform and validate decisions with fresh data and relevant insights.



Stay on top of market trends.

- Explore the latest insights on forward-thinking topics like AI and skills.
- Participate in spot polls on hot topics and get immediate results.
- Develop new skills with online learning courses.

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TAAP into decision-making data.



Benchmarking pay data

Compare your company to the market with base salary and total cash compensation data for up to 50 benchmark jobs.



Benefit & employment guidelines

Review statutory and supplemental benefit details for social security, retirement, medical, death, disability and more.



Compensation drivers

Learn which factors impact pay the most and how pay differs relative to the market average.



Compensation planning

Everything you need to know about salary increase budgets, economic indicators and more.



Employee engagement survey toolkit

Access a set of recommendations, practices, techniques and templates to use as you plan your own employee engagement survey.



Incentives & pay mix

Determine the right incentive program for your company by evaluating eligibility, targets, and actual incentive data for STI, sales and LTI.



Insured benefits

Enhance your knowledge of typical market practice for a variety of insured benefits.



Leave programs

Review market practice and statutory requirements of paid and unpaid time off for a selection of core leave programs.



Skills practices

Review and evaluate the requirements for identifying and rewarding the desired skills that align with your business strategies.



Transportation policies & costs

Discover which types of transportation benefits companies typically offer and understand their associated costs.



TAAP into exclusive calculators and tools.

Proactively manage your perquisites offering



Car allowance calculator

Calculate recommended monthly car allowances for your employees.

Perquisites and allowances market comparison

Review and compare perquisites and allowances for up to three markets at a time.

	Market 1	Market 2	Market 3
Region	Americas	Asia Pacific	Central & Eastern Europe
Market	Argentina	India	Bulgaria
Car & transportation	Around three-quarters of companies (74%) provide company car or leased car allowances to employees, typically at car loan management and above, with totals varying by employee grade. This includes both save and non-save employees. (Source: Mercer's Total Remuneration Survey, 2023)	Over half (52%) of companies offer car benefits to employees, typically at car loan management and above, with totals varying by employee grade. This includes both save and non-save employees. (Source: Mercer's Total Remuneration Survey, 2023)	Around two-thirds (67%) of companies provide this benefit, and most provide a car for both business and private use. The typical benefit is a company-owned vehicle or a car allowance. The median monthly lease fee is \$600 (US professional sales staff, BEACO management) and \$641, 100 (non-exec). (Source: Mercer's Total Remuneration Survey, 2023)
Meal allowances/subsidized eating facilities	Meal allowances are considered part of remuneration and are taxable. Most companies provide this benefit. Most employees provide a car loan for employees. Note: This benefit has become significantly less prevalent in the context of COVID-19, with 24% of employees with employees currently making recently provide a meal allowance.	It is not common for employers to provide meal allowances. If provided, costs may range between EUR50-100 per employee per month.	Nearly all companies provide lunch vouchers as car meal costs.

Budget for today and the future



Salary increase projections

View salary increase budgets for years to come.

Total employment costs

Estimate the total costs of an employee based on the salary you are providing.

Compensation elements			Supplemental benefits		
Select all	% of base salary	Annual amount	Select all	% of base salary	Annual amount
<input checked="" type="checkbox"/> Allowances	9.2 %	425	<input checked="" type="checkbox"/> Retirement	2.5 %	620
<input checked="" type="checkbox"/> STI	20.0 %	90,216	<input type="checkbox"/> Disability	- %	-
<input type="checkbox"/> Sales incentives	27.3 %	68,509	<input type="checkbox"/> Accidental death & disability	- %	-
<input type="checkbox"/> LTI	22.8 %	92,201	<input type="checkbox"/> Medical	- %	-
<input type="checkbox"/> Other	- %	-	<input type="checkbox"/> Life	- %	-
Subtotal: 55,681 AUD			Subtotal: 6,282 AUD		
Other benefits			Mandatory employer contribution		

Compare pay and benefits around the world



Country comparator

Review a selection of key data points across two markets.

Market pay differentials

Compare base salary data from two different markets and view the differentials for these markets.

Job family	Executive business	Job position	Chief executive officer (CEO)
Market 1	Americas	Market 2	Asia Pacific
Region	Argentina	Region	India
Market	Argentina	Market	India
Annual base salary (USD)	125,314	Annual base salary (USD)	172,552
Differential above or below market 2	-27.50%	Differential above or below market 1	37.67%

Adjust your benefits to meet today's needs



Emerging leave scorecard

Evaluate the additional leave types offered to your employees.

Work from home allowance calculator

Calculate the potential costs to create a customized WFH allowance policy.

Initial cost		Ongoing cost					
<input checked="" type="checkbox"/> Essential company owned equipment	1,411.94	<input checked="" type="checkbox"/> Responsibility office supplies					
<input checked="" type="checkbox"/> Laptop	1,411.94	Monthly	Annually	Monthly	Annually		
<input checked="" type="checkbox"/> Wireless	40.00	Printer black ink	1.91	70.65	2.29	28.38	
<input checked="" type="checkbox"/> Telephone and mobile	30.00	Printer color ink	7.59	145.00	Post-it notes	1.15	14.20
<input checked="" type="checkbox"/> Power cord (ethernet connection for workstation)	30.00	Paper	1.47	10.38	Staples	1.65	19.75
<input type="checkbox"/> Cables	Please specify	Phone	3.71	45.04	Phone or faxes	0.00	125.51
		Others	Please specify	5.50			
Essential equipment total	AUD1,481.94	Supplies total	Monthly	AUD176.52	Annually	AUD2,118.26	
<input checked="" type="checkbox"/> Optional workstation equipment		<input checked="" type="checkbox"/> Monthly utilities					

This is a small selection of tools included in a TAAP+ subscription. [Schedule a demo](#) to learn more.



TAAP into bite-sized microlearnings.



Efficient learning

Acquire knowledge quickly without dedicating long periods of time to traditional training sessions.

Our microlearning courses deliver bite-sized information that can be easily absorbed, allowing you to learn efficiently and effectively.

Customized learning

Follow the recommended sequence of lessons and activities, or skip to the ones that are a priority for your learning today.

Our microlearning courses are designed to be flexible, allowing you to focus on the topics that are most relevant to your needs.

Seamless onboarding

Onboard new team members with ease.

Our microlearning courses provide foundational understanding of key HR topics, ensuring that your new hires have the knowledge they need to perform their job effectively from day one.

Flexible pace

Complete the course at your own pace.

Our microlearning courses give you the freedom to learn whenever and wherever it suits you best. No need to adhere to rigid schedules or deadlines.

Fundamentals courses

-  Benefit Fundamentals
-  Compensation Fundamentals
-  Global Mobility Fundamentals
-  HR Policy Fundamentals

More topics coming soon!

Learning materials

-  Compensation Handbook
-  HR Management Terms
-  Mobility Handbook



TAAP into a selection of core content modules.













Allow your team to access everything, or only the modules applicable to their role

 Benefits	 Compensation	 HR Tech	 Learning	 Talent Mobility	 Workforce
<ul style="list-style-type: none"> Benefits Strategy Health & Medical Leave & Time Off Mental Health Perquisites Retirement & Pensions 	<ul style="list-style-type: none"> Compensation Strategy Economic Environment Pay Equity & Transparency Salary Increases & Budgets Total Rewards Variable Pay & Incentives 	<ul style="list-style-type: none"> Core HCM Digital Experience Enablement HR Service Delivery Platform Services & Generative AI Talent & Skills Workforce Insights Workforce Management 	<ul style="list-style-type: none"> Benefit Fundamentals Compensation Fundamentals Global Mobility Fundamentals HR Policy Fundamentals International Benefits Management Job Evaluation & Leveling (IPE)* 	<ul style="list-style-type: none"> Assignment Management Culture, Experience & Wellbeing Expatriate Benefits & Allowances Expatriate Compensation International Talent Strategy Labor Market & Business Landscape Operations Management 	<ul style="list-style-type: none"> Artificial Intelligence (AI) Attraction, Retention & Turnover Diversity, Equity & Inclusion Engagement & Experience Flexible Work Arrangements Skills Workforce Strategy & Transformation

*eIPE license required to receive access to this course.



TAAP into premium features.

Feature	Public	TAAP Snapshot	Microlearning Course	Lite data product, e.g., GCPR Lite Online	Premium data product, e.g., GCPR Premium Online	TAAP+
 Content Directory		✓	✓	✓	✓	✓
 Search		✓	✓	✓	✓	✓
 Homepage		✓	✓	✓	✓	✓
 Poll						
 Past Poll Results						✓
 Download PDF/ Excel data product files					✓	✓
 Recommended for You						✓
 My Personal Space						✓
 My Saved Content			✓	✓	✓	✓
 My Email Alerts		✓	✓	✓	✓	✓
 My Preferences		✓	✓	✓	✓	✓
 Assign Company Admin			✓	✓	✓	✓
	Free	Free	Pricing starts at 500 USD / 450 EUR	Pricing starts at 3,000 USD / 2,800 EUR	Pricing starts at 4,000 USD / 3,700 EUR	Contact us for pricing

*Data product downloads not available for single user subscription.

TAAP into
benefits



 WBEG is a flagship product!

Worldwide Benefit & Employment Guidelines (WBEG)

Review statutory and supplemental benefit details for social security, retirement, medical, death, disability and more.



All purchase options of WBEG are delivered in an online format that is updated throughout the year!



TAAP+ bonus

TAAP+ subscribers have exclusive access to a dashboard that allows quick and easy comparisons of **perquisites and allowances** across markets.

 Included in a TAAP+ subscription!

This product can help you ...

- Keep up with local legislation information regarding benefits.
- Save time by using a single point of access for data from 76 markets.

What's included?

Benefits

- Social security
- Retirement
- Death
- Disability
- Medical
- Parental benefits & dependent care
- Social benefits
- Perquisites & allowances
- Flexible benefit programs

Employment conditions

- Severance conditions & termination
- Working time
- Conditions of entry & residence rules
- Contract of employment
- Occupational health & safety
- Industrial relations

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Take a closer look ...

Demo video of online

Economic environment

	2021	2022	2023
GDP growth	4.5%	3.3%	1.5%
Inflation	3.4%	6.9%	4.2%
Unemployment	7.4%	5.3%	5.9%

Market demographics

	Population size in thousands	Gender ratio: male	Gender ratio: female
Total population, 2021	38,068	50%	50%
Working age range population (15+), 2021	32,072	49%	51%
Economically active population (15+), 2021	20,915	53%	47%

Note: Population size is in thousands.

Market overview
 Economic environment
 Market demographics
Reading this report
Benefits
Employment conditions



2. Retirement benefits

Overview

Effective date: January 1, 2022

	Prevalence	Contributions		Salary ceiling
		Employer (% of base salary)	Employee (% of base salary)	(Local currency)
Statutory requirement	100% Canada Pension Plan (CPP) and Quebec Pension Plan (QPP).	0% to OAS/GIS; 5.70% to CPP; 6.15% to QPP.	0% to OAS/GIS; 5.70% to CPP; 6.15% to QPP.	For CPP/QPP: Ceiling of CAD64,900 (floor of CAD3,500) per year.
Supplemental provision, DB plans	Around 37% of employees are members of an RPP. Of these, the majority are DB plan members.*	Actuarial funding valuation.	May be required (about 67% of plans), generally 3%–7% of salary. Often, rates up to CPP/QPP ceiling are lower.	
Supplemental provision, DC or combination plans	Around 37% of employees are members of an RPP. Of these, over a quarter are DC plan members.	Matching employee contributions to a maximum, or a fixed contribution, or both. Employer is required to contribute at least 1% of	May be required (most plans), generally 4%–7% of salary.	

Statutory requirements

Retirement benefits statutory

Name of statutory retirement scheme	Scheme names are old age security (OAS), guaranteed income supplement (GIS), and Canada/Quebec pension plan (CPP/QPP).
Type of plan	Plans are defined benefit (DB).
Eligibility	OAS/GIS: All Canadian residents are eligible. CPP: All employed and self-employed persons in all territories and provinces, except Quebec, are eligible. QPP: All employed and self-employed persons in Quebec are eligible.
Normal retirement age	Age 65. Individuals can opt to defer their OAS pension up to five years in exchange for an increased pension. Individuals can claim CPP as early as age 60.
Pensionable earnings	OAS/GIS: Not applicable. CPP/QPP: Earnings are the annual employment earnings between the year's basic exemption (CAD3,500 per year in 2022) and the year's maximum pensionable earnings (CAD64,900 per year in 2022).
Final pensionable earnings	Not applicable.

Employment conditions

1. Severance conditions & termination indemnities

Recent legislation approved and proposed

HR area	Effective date	New law	Action required
None	There is no recent legislation.		

Individual termination

Overview of individual termination and severance policy

Length of service	Period of notice	Amount paid
Varies by jurisdiction (see main section below).	Between 1 to 8 weeks.	Typically pay in lieu of notice. Additional severance for federal employees with over 12 months' service (2 days' pay for each year with minimum 5 days' pay).

Note: Severance terms vary by jurisdiction. See main section below for details.

Definition and conditions of fair and unfair termination

Worldwide Benefit & Employment Guidelines (WBEG)

WBEG is updated throughout the year.

Online subscription

	USD	EUR
Premium All markets	16,000	15,000
Premium All markets renewal	10,000	9,000
Premium Region	4,000	3,700
Premium Single market	1,500	1,400
Add single user	1,000	950

Pricing note

The **Premium Online** subscription includes access to online data for all available markets, plus the ability to download content into PDFs.

Online subscriptions include access for up to 5 users; additional users may be added for a fee (add single user). First time or one-time purchase of the 'All markets' online option is 16,000 USD; annual renewal is 10,000 USD. Regions available: Americas; Asia Pacific; Central & Eastern Europe; Middle East & Africa; and Western Europe.

The base price is USD; EUR prices may differ in the **Mercer Shop** due to currency changes. Price is determined at the time of purchase for all Mercer Shop orders.

Online orders sold via the **Mercer Shop** automatically renew every 12 months. Auto renewals will be invoiced on or around the renewal date each year and are eligible for a 10% discount. You may cancel your renewal at any time prior to your expiry date.

Market coverage

All online subscriptions include 12 months' access to market-specific information, including PDF downloads. The 'All markets' online option includes all available markets and access to regular legislative updates. Region online options include access to market-specific data for all available markets within the selected region. Single market online includes access to the purchased market only.

Data refresh

Content is refreshed multiple times during a 12-month period. The online subscription provides access to the most current content available.

Insured Benefits Market Practice

Enhance your knowledge of typical market practice for a variety of insured benefits and stay ahead of the competition.



Online subscribers receive two updates per year!

This product can help you ...

- Assess the level of benefit coverage and limits applied to ensure market competitiveness.
- Design a benefits plan that is both competitive and cost effective by focusing on options that are common in a selected market.
- Make informed decisions about potential adjustments or enhancements to your company's benefits package.
- Evaluate the competitiveness of your company's benefits package and make strategic decisions to attract and retain top talent.



Included in a TAAP+ subscription!

What's included?

Benefits

- Group term life insurance
- Group personal accident insurance
- Critical illness insurance
- Long-term disability insurance

Topics

- Benefits overview
- Eligibility and cost
- Level of benefit coverage
- Benefit coverage limits

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[Single Market Sample](#)

Take a closer look ...

Demo video of online

Insured Benefits

Hong Kong

Life insurance | Accident insurance | Critical illness | Long-term disability

Group term life insurance Last updated: June 19, 2024

Select an option: Benefits overview

Benefit provided

Group	Benefit provided
Top management (N=200)	80.0%
Management (N=200)	80.0%
Professional (N=200)	80.0%
Staff (N=200)	80.0%

Sample of PDF download

Group personal accident insurance Last updated: June 19, 2024

Benefits overview

Benefit provided

Group	Benefit provided
Top management (N=200)	80.0%
Management (N=200)	80.0%
Professional (N=200)	80.0%
Staff (N=200)	80.0%
Direct labor (N=200)	80.0%

Benefit insured

Group	Benefit insured
Top management (N=200)	55.0%
Management (N=200)	55.0%
Professional (N=200)	55.0%
Staff (N=200)	55.0%
Direct labor (N=200)	55.0%

Sample of PDF download

Group term life insurance Last updated: June 19, 2024

Benefits overview

Benefits provided in this plan

Career level	Total permanent disability	Terminal illness	Family income benefits	N=
Top management	90.0%	70.0%	35.0%	200
Management	90.0%	70.0%	35.0%	200
Professional	90.0%	70.0%	35.0%	200
Staff	90.0%	70.0%	35.0%	200
Direct labor	90.0%	70.0%	35.0%	200

Note: Data indicate the percentage of all participating companies. More than one benefit may be permitted; percentages may sum to more than 100%.

Critical illness insurance Last updated: June 19, 2024

Benefits overview

Benefits structure

Career level	Additional coverage	Accelerated coverage	N=
Top management	10.0%	15.0%	200
Management	10.0%	15.0%	200
Professional	10.0%	15.0%	200
Staff	10.0%	15.0%	200
Direct labor	10.0%	15.0%	200

Note: Data indicate the percentage of all participating companies.

Number of critical illnesses covered

Career level	Number of illnesses	N=
Top management	40	100
Management	40	100
Professional	40	100
Staff	40	100

Note: Single market PDFs are available for online subscribers to download. This sample is provided to demonstrate the content included in this product.

Insured Benefits Market Practice

2025 Release: April 16, October 15

Online subscription

	USD	EUR
Premium Asia markets	4,000	3,700
Premium Singapore	1,200	1,100
Add single user	1,000	950

Pricing note

The **Premium Online** subscription includes access to online data for all available markets, plus the ability to download data into PDF and Excel downloads.

Online includes access for up to 5 users; additional users may be added for a fee (add single user).

The base price is USD; EUR prices may differ in the **Mercer Shop** due to currency changes. Price is determined at the time of purchase for all Mercer Shop orders.

Online orders sold via the **Mercer Shop** automatically renew every 12 months. Auto renewals will be invoiced on or around the renewal date each year and are eligible for a 10% discount. You may cancel your renewal at any time prior to your expiry date.

Market coverage

Region online includes all available markets in that region. Single market online includes access to the purchased market only.

Data refresh

An online subscription includes 12 months' access to market-specific data for all available markets. Data is refreshed at least once during a 12-month period. The online subscription provides access to the most current data available.

Leave Programs

Review market practice and statutory requirements of paid and unpaid time off for a selection of core leave programs.



Participate in the survey to receive a free report for all available markets in which you submit data!



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **emerging leave policies benchmarking tool!**

This product can help you ...

- Create and manage leave programs that follow local legislation while remaining competitive within the market.
- Save time by comparing statutory requirements and typical market practices side by side.



Included in a TAAP+ subscription!

What's included?

- Primary caregiver/maternity leave
- Secondary caregiver/paternity leave
- Other family leave, including parental leave and dependent care leave
- Annual vacation leave
- Other annual leave, including personal days and volunteer leave
- Other leave, including bereavement leave and sabbaticals

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Take a closer look ...

Demo video of online

Primary caregiver Secondary caregiver Other family leave Vacation Other annual leave Other leave

Primary caregiver/maternity leave calculator

Select an option

Statutory requirements summary

Type of leave	Statutory leave	Amount paid
Primary caregiver/maternity	<ul style="list-style-type: none"> Quebec: Up to 18 weeks All other provinces: 16-19 weeks. 	<ul style="list-style-type: none"> Quebec: 15 weeks at 75% of average weekly earnings (AWE) or 18 weeks at 70% of AWE. All other provinces: 15 weeks at 55% of salary (capped at 638 CAD per week (2022), remainder unpaid).

Notes: Average weekly earnings in Quebec are capped at 1,692 CAD per week (for 2022). Employees must be participants of the Quebec Parental Insurance Plan (QPIP) to qualify.

46% of employers provide leave above statutory requirements

Sample of Excel download (not included in Lite)

Leave Programs | Sample

Period of service required to be eligible for leave

Region	Sub region	Market	Leave type	On hire	1 month	3 months
Region 1	Sub region 1	Market 1	Primary caregiver	85%	0%	0%
Region 1	Sub region 1	Market 1	Secondary caregiver	84%	7%	0%
Region 1	Sub region 1	Market 1	Other family leave	50%	4%	0%
Region 1	Sub region 1	Market 1	Vacation	50%	4%	0%
Region 1	Sub region 1	Market 1	Other annual leave	85%	0%	0%
Region 1	Sub region 1	Market 1	Other leave	24%	0%	0%
Region 2	Sub region 2	Market 2	Primary caregiver	85%	0%	0%
Region 2	Sub region 2	Market 2	Secondary caregiver	4%	7%	0%
Region 2	Sub region 2	Market 2	Other family leave	0%	4%	0%
Region 2	Sub region 2	Market 2	Vacation	50%	4%	0%
Region 2	Sub region 2	Market 2	Volunteer leave	85%	0%	0%
Region 2	Sub region 2	Market 2	Sabbaticals	24%	0%	0%

Eligibility: Primary caregiver, Secondary caregiver

Sample of PDF download (not included in Lite)

Annual vacation leave

Statutory requirements summary

Length of service	Minimum annual vacation leave
Less than 6 months	1 day for every 20 days worked
6 months to 5 years	10 days
5-10 years	15 days
10-20 years	20 days
Over 20 years	30 days

Typical employer practice

Number of annual vacation days

All employees

	Median days	Average days
1 year of service	20	20
5 years of service	20	20

Other annual leave

Personal days

Companies provide personal days

Legend: Yes 43%, No 57%

Typical employer practice

Number of annual personal days

	Median days	Average days	N=
Paid days	3	3	27
Unpaid days	14	16	4
Total amount of leave	14	16	25

Leave Programs

2025 Release: September 10

Online subscription

	USD	EUR
Premium All markets	4,000	3,700
Lite All markets	3,000	2,800
Add single user	1,000	950

Get access for up to 5 users from as little as \$67 per user per month!*

Pricing note

The **Premium Online** subscription includes access to online data for all available markets, plus the ability to download data into PDF and Excel formats.

The **Lite Online** subscription includes access to online data for all available markets. It does not include PDF or Excel downloads. Both options include access for up to 5 users; additional users may be added for a fee (add single user).

The base price is USD; EUR prices may differ in the **Mercer Shop** due to currency changes. Price is determined at the time of purchase for all Mercer Shop orders.

Online orders sold via the **Mercer Shop** automatically renew every 12 months. Auto renewals will be invoiced on or around the renewal date each year and are eligible for a 10% discount. You may cancel your renewal at any time prior to your expiry date.

*Amount per user per month is for illustration purposes only. Online subscriptions are invoiced annually at the listed prices and include up to 5 users. They are not available at a cost per user per month rate.




Online version can be viewed in English, French, German, Italian, Portuguese and Spanish!

Data refresh

An online subscription includes 12 months' access to market-specific data for all available markets. Data is refreshed at least once during a 12-month period. The online subscription provides access to the most current data available.

Transportation Policies & Costs

Discover which types of transportation benefits companies typically offer and understand their associated costs.

 Premium and Lite subscription options are now available!

TAAP+ bonus

TAAP+ subscribers have exclusive access to an interactive dashboard for monitoring trends in **green car policies**, as well as our **car allowance calculator**.

 Included in a TAAP+ subscription!

This product can help you ...

- Create a new transportation benefit or review an existing policy for market competitiveness.
- Determine which types of benefits you will offer, who will be eligible and whether you will cover additional expenses.
- Develop an overall car allowance strategy that has data to support it.

Participate in the policies survey!

Participate in the Transportation Policies survey at any time or update your submission if your policy has changed.

[Participate](#)

[Learn More](#)

[Buy Now](#)

What's included?



Transportation Policies

- Transportation benefit overview
- Green policies
- Company-owned vehicle policies
- Company-leased vehicle policies
- Car allowance policies
- Other transportation benefits

[Demo Video](#)



Transportation Costs

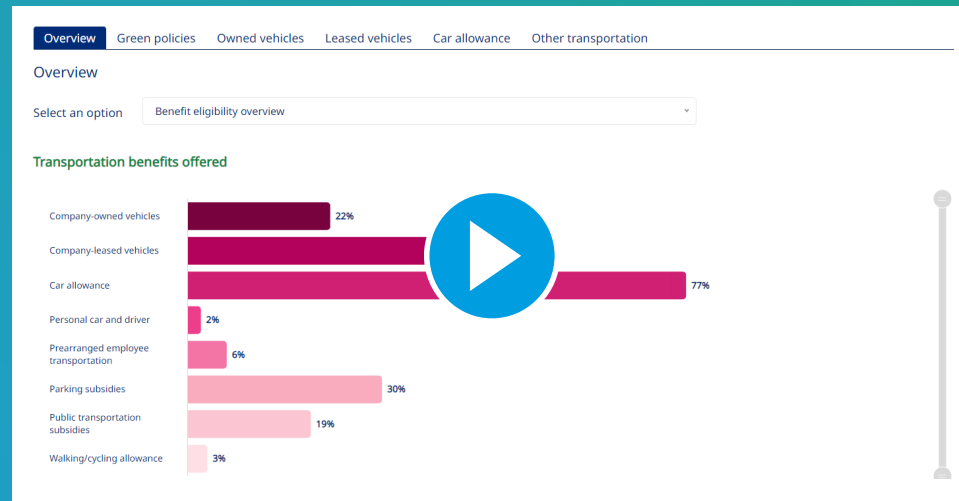
- Vehicle costs
- Car allowance estimates
- Rental car estimates
- Public transportation
- Typical employer vehicle costs
- Additional information, including fees, taxes, insurance, driver information, road conditions

[Demo Video](#)

Take a closer look ...

Transportation Policies

Demo video of online



Sample of PDF download (not included in Lite)

Green policies

Steps taken toward a greener car benefit program

Action taken	Implemented	Plan to implement	No plans to implement	N=
Limit/reduce the number of company cars	44%	44%	44%	100
Add hybrid/electric vehicles to company car fleet		44%	44%	100
Promote the use of public transport by offering subsidies or allowances		44%	44%	100
Actively promote other transportation (e.g., car pools and bicycles)		44%	44%	100
Limit vehicle options to those with lower CO2 emissions		44%	44%	100

Transportation Costs

Demo video of online

Overview Vehicle costs Car allowance Car rental Public transportation Employer costs Additional information Sources

Overview

1 CAD = 0.79 USD
1 USD = 1.27 CAD
1 EUR = 1.39 CAD

Purchase price summary

	Luxury/premium	Standard/midsize	Compact/economy	Sport utility vehicle	Electric vehicle
Average price	83,061	39,562	34,746	65,546	78,558
% Tax or VAT	-	-	-	-	-
Registration	120	120	120	120	120

Lease amount summary

	Luxury/premium	Standard/midsize	Compact/economy	Sport utility vehicle	Electric vehicle
Average monthly amount	1,139	541	476	899	1,077
Lease term	36 months	36 months	36 months	36 months	36 months
Average minimum down payment	7,351	3,491	3,075	5,801	6,952

Sample of PDF download (not included in Lite)

Vehicle costs

Luxury/premium

1 EUR = 1.10 USD
1 USD = 0.91 EUR
1 EUR = 1.00 EUR

Manufacturer, model, class	BMW 540i	Audi Q7
Engine size	3.0L	3.0L
Transmission	Automatic	Automatic
Fuel type	Petrol/gas	Diesel

	Local currency	USD	Local currency	USD
Purchase price	10,913,471		14,426,898	158,500

	Local currency	USD	Local currency	USD
Monthly lease amount	1,168	923	1,110	877
Downpayment for lease	7,539	5,958	7,162	5,660
Lease terms	36 months	36 months	36 months	36 months

Transportation Policies & Costs

2025 Release: May 7

Online subscription

Get access for up to 5 users from as little as \$67 per user per month!*

	USD	EUR
Premium All markets	6,000	5,500
Lite All markets	4,000	3,700
Add single user	1,000	950

Pricing note

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Online version can be viewed in English, French, German, Italian, Portuguese and Spanish!

Data refresh

An online subscription includes 12 months' access to market-specific data for all available markets. Data is refreshed at least once during a 12-month period. The online subscription provides access to the most current data available.




TAAP into
compensation

 GCPR is a flagship product!

Global Compensation Planning (GCPR)

Everything you need to know about salary increase budgets, economic indicators, promotional increases and more.

 Online subscribers receive multiple updates per year.

TAAP+ bonus

TAAP+ subscribers have exclusive access to our **salary increase projections calculator!**

 Included in a TAAP+ subscription!

This product can help you ...

- Monitor the latest salary increase and economic data with regular updates throughout the year.
- Make salary budget planning decisions across multiple markets with just a few clicks.

What's included?

- Historical trends
- Economic indicators
- Salary practices
- Salary increase budgets
- Promotional salary increases

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[Demo Video](#)

[Industry Demo
Video](#)

Global Compensation Planning (GCPR)

GCPR Premium Online includes Excel and PDF downloads, and access to historic data in an interactive graph.

	March	June	September	December
Historical trends	✓	✓	✓	✓
Economic indicators	April		October	
Salary practices			✓	
Salary increase budgets	✓	✓	✓	✓
Promotional increases				✓

Note: GCPR Lite includes online only access to data; download options are not available. Quarterly updates are based on market availability; industry data are not available for all markets.

GCPR Premium Industry includes all of the above and more!

All available market-level data included in the global online option.



Online access to industry-specific salary increase budget data for select industries.



Excel download with all available market-level and industry-specific salary increase budget data.

- Consumer goods
- Energy
- Technology
- Life sciences
- Manufacturing

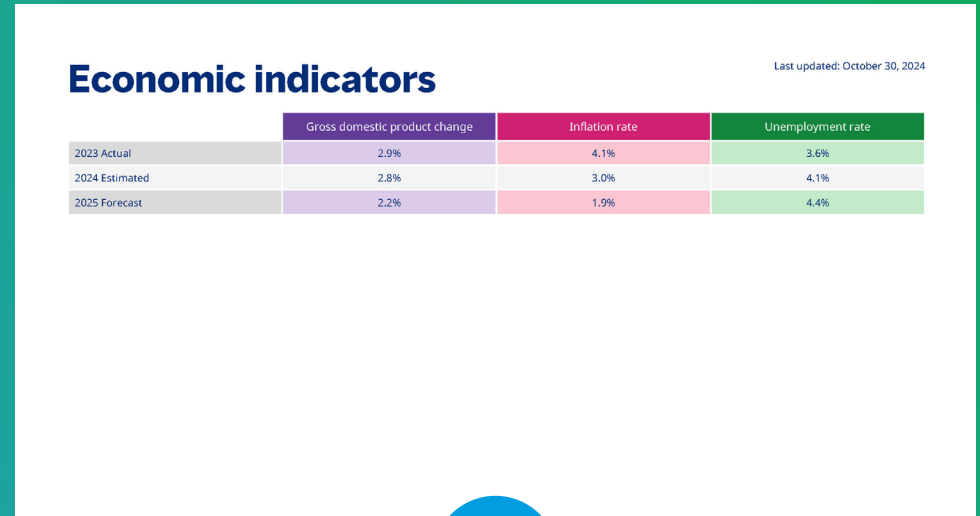
- Banking/financial services
- Chemicals
- Consumer goods
- Energy
- Insurance/reinsurance
- Life sciences
- Logistics
- Manufacturing
- Mining & metals
- Nonmanufacturing
- Retail & wholesale
- Services nonfinancial
- Technology
- Transportation equipment

Take a closer look ...

Demo video of online



Sample of PDF download (not included in Lite)



Sample of Excel download (not included in Lite)

Global Compensation Planning (GCPR) Month | Sample

Economic Indicators

Region	Sub region	Market	Year	GDP change	GDP data status
Region 1	Sub Region 1	Market 1	2021	10.2%	Estimated
Region 1	Sub Region 1	Market 1	2022	4.0%	Estimated
Region 2	Sub Region 2	Market 1	2021	10.2%	Estimated
Region 2	Sub Region 2	Market 1	2022	4.0%	Estimated
Region 2	Sub Region 2	Market 1	2023	3.0%	Forecast
Region 2	Sub Region 2	Market 2	2021	10.2%	Actual
Region 2	Sub Region 2	Market 2	2022	4.0%	Actual
Region 2	Sub Region 2	Market 2	2023	3.0%	Actual
Region 3	Sub Region 3	Market 1	2021	10.2%	Estimated
Region 3	Sub Region 3	Market 1	2022	4.0%	Estimated

Economic indicators | Salary increases | Promotional practices | Exchange rates



Global Compensation Planning (GCPR)

2025 Releases: March 5, June 4, September 3, December 10

Online subscription

Get access for up to 5 users from as little as \$67 per user per month!*

	USD	EUR
Premium All markets	4,000	3,700
Lite All markets	3,000	2,800
Premium Industry	4,500	4,200
Add single user	1,000	950

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Online version can be viewed in English, French, German, Italian, Portuguese and Spanish!

Data refresh

An online subscription includes 12 months' access to market-specific data for all available markets. Data is refreshed at least four times during a 12-month period. The online subscription provides access to the most current data available.

Quarterly updates are based on market availability; industry data are not available for all markets.

Note: Due to market volatility, market practice data are not available in GCPR for Argentina and Turkiye. GCPR Premium Online subscribers have access to local spot survey reports for these markets.

Global Pay Summary

Compare your company to the market with base salary and total cash compensation data for up to 50 benchmark jobs.



A Premium Online subscription includes online access to all markets and jobs, as well as downloadable Excel files!



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **benchmarking** and **market differentials** calculators!



Included in a TAAP+ subscription!

This product can help you ...

- Quickly access data for the same core jobs across different markets.
- Create levels of pay within different job families found in most organizations.

What's included?

- Annual base salary in local currency, EUR and USD
- Annual total cash compensation in local currency, EUR and USD

50 benchmark jobs organized by job family:

Administration, engineering, executive leadership, finance & accounting, human resources, information technology, legal & compliance, manufacturing, sales, supply chain

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[Job Descriptions](#)

Take a closer look ...

Demo video of online

Executive leadership Administration Engineering Finance & accounting Human resources Information technology Legal & compliance Manufacturing Sales Supply chain

Local currency amounts 1 USD = 1.24 CA
1 EUR = 1.44 CA

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Chief executive officer (CEO)	342,381	404,600	461,181	417,312	527,597	664,091
Chief operating officer (COO)	263,973	300,000	323,650	314,715	373,422	457,384
Chief financial officer (CFO)	244,790	276,518	295,999	276,371	347,250	488,541
Chief information officer (CIO)	241,155	295,999	369,260	295,999	369,260	423,281
Chief human resource officer (CHRO)	218,053	262,211	294,750	262,211	294,750	351,230

USD amounts

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Chief executive officer (CEO)	275,120	325,116	370,581	335,330	423,950	533,629
Chief operating officer (COO)	212,115	241,065	260,068	252,889	300,063	367,530
Chief financial officer (CFO)	196,701	216,958	254,659	222,077	279,032	392,566

Sample of PDF download (not included in Lite)

Executive leadership

Local currency amounts Last updated: January 17, 2024
1 USD = 1.00 USD
1 EUR = 1.06 USD

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Chief executive officer (CEO) (PC 57-73)	400,123	527,713	621,058	481,057	637,238	866,950
Chief operating officer (COO) (PC 56-71)	291,926	335,010	400,000	335,428	400,000	494,640
Chief financial officer (CFO) (PC 55-69)	288,420	336,142	380,364	335,263	405,541	486,289
Chief information officer (CIO) (PC 56-67)	277,357	308,454	361,943	300,140	358,723	417,707
Chief human resource officer (CHRO) (PC 56-69)	259,903	306,000	350,731	293,520	345,049	397,771

Sample of Excel download (not included in Lite)

Global Pay Summary

Base salary and total cash compensation

Region	Sub region	Market	Job family	Sub family
Region name	Sub region name	Market name 1	Executive leadership	General management
Region name	Sub region name	Market name 1	Executive leadership	General management
Region name	Sub region name	Market name 1	Executive leadership	Finance & accounting leadership
Region name	Sub region name	Market name 1	Executive leadership	IT, telecom & internet leadership
Region name	Sub region name	Market name 1	Executive leadership	Human resources leadership
Region name	Sub region name	Market name 1	Administration & secretarial	Administration & secretarial
Region name	Sub region name	Market name 1	Administration & secretarial	Administration & secretarial
Region name	Sub region name	Market name 1	Administration & secretarial	Administration & secretarial
Region name	Sub region name	Market name 1	Administration	Facilities management & planning
Region name	Sub region name	Market name 1	Administration	Facilities management & planning

Salary data Sources Methodology Worksheet

Human resources

EUR amounts Last updated: January 17, 2024
1 USD = 1.00 USD
1 EUR = 1.06 USD

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Human resources generalists						
Manager (PC 50-59)	108,024	118,335	128,327	112,998	125,499	139,162
Senior professional (PC 46-57)	83,781	90,460	98,100	85,982	93,827	102,880
Experienced para-professional (PC 43-44)	44,875	47,878	51,196	45,234	48,578	52,063
Compensation & benefits						
Manager (PC 49-58)	119,282	129,222	140,138	126,760	139,140	153,159
Experienced professional (PC 46-53)	66,046	71,001	77,003	67,409	73,368	79,861

Global Pay Summary

2025 Release: January 15

Online subscription

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Incentives Around the World

Determine the right incentive program for your company by evaluating eligibility, targets and actual incentive data for STI, sales and LTI.



Online subscriptions include 12 months' access!



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **HR country comparator dashboard!**

This product can help you ...

- Identify which incentives are typically provided in your markets of operation.
- Create a well-structured incentive program, or improve an existing program.



Included in a TAAP+ subscription!

What's included?

- Annual total cash paymix
- Short-term and sales incentives (eligibility, percentage receiving, actual as a percentage of base salary, target as a percentage of base salary)
- Long-term (eligibility, percentage receiving, actual as a percentage of base salary based on Black-Scholes and Accounting Cost Method)
- Long-term incentive plans (prevalence of LTI vehicles, vesting types and criteria, LTI plan structure, performance measures)

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[Demo Video](#)

Incentives Around the World



Job families included

- Administration
- Communications
- Customer service
- Engineering
- Finance & accounting
- Executive leadership/general management
- Human resources
- Information technology
- Legal & compliance
- Manufacturing
- Project management
- Quality assurance
- Sales
- Supply chain



Industries included

- Banking/financial services
- Chemicals
- Consumer goods
- Energy
- Technology
- Life sciences
- Logistics
- Manufacturing
- Nonmanufacturing
- Retail & wholesale
- Services nonfinancial
- Transportation equipment

Take a closer look ...

Demo video of online



Sample of PDF download (not included in Lite)



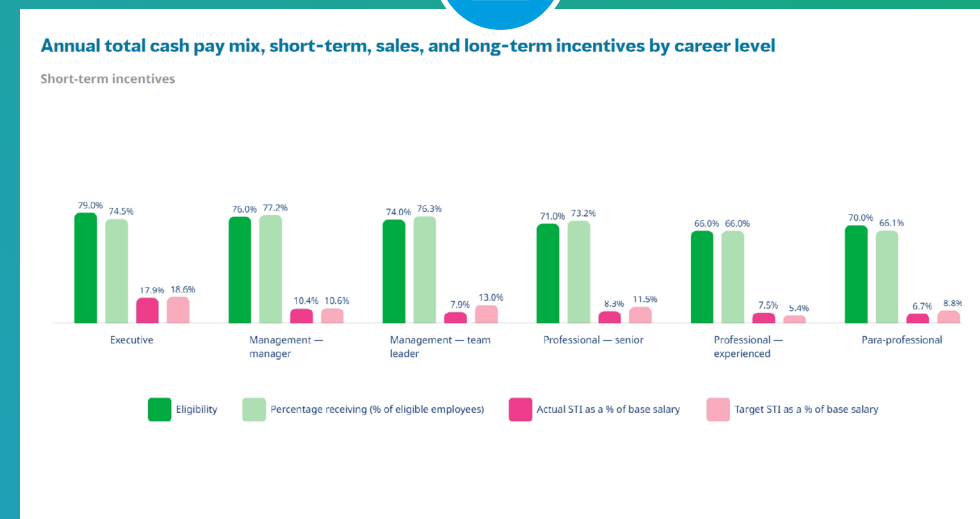
Sample of Excel download (not included in Lite)

Incentive Around the World | Sample

Annual total cash pay mix, short-term, sales, and long-term incentives by career level

Region	Sub region	Market	Career level	Annual total cash pay mix		
				Base salary	Allowances	Short-term incentives
Region name 1	Sub region 1	Market name 1	Executive	50.0%	30.0%	20.0%
Region name 1	Sub region 1	Market name 1	Management — manager	60.0%	25.0%	15.0%
Region name 1	Sub region 1	Market name 1	Management — team leader	60.0%	25.0%	15.0%
Region name 1	Sub region 1	Market name 1	Professional — senior	70.0%	20.0%	10.0%
Region name 1	Sub region 1	Market name 1	Professional — experienced	70.0%	20.0%	10.0%
Region name 1	Sub region 1	Market name 1	Para-professional	80.0%	15.0%	5.0%
Region name 1	Sub region 2	Market name 2	Executive	50.0%	30.0%	20.0%
Region name 1	Sub region 2	Market name 2	Management — manager	60.0%	25.0%	15.0%
Region name 1	Sub region 2	Market name 2	Management — team leader	60.0%	25.0%	15.0%
Region name 1	Sub region 2	Market name 2	Professional — senior	70.0%	20.0%	10.0%

By career level | By job family and career level | By industry and career level



Incentives Around the World

2025 Release: February 12

Online subscription

	USD	EUR
Premium All markets	4,000	3,700
Lite All markets	3,000	2,800
Add single user	1,000	950

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Data refresh

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Salary Budget Snapshot

This snapshot survey is conducted four times per year and provides up-to-date salary increase budget data for 100+ markets across the globe.



Participate to receive a free report for all available markets in which you submit data!

What's included?

Edition 1 (E1) | Participate by January 31 | Results publish late February

- Salary increase budgets for 2025
- Turnover for 2024

Edition 2 (E2) | Participate by May 2 | Results publish late May

- Salary increase budgets for 2025 & 2026

Edition 3 (E3) | Participate by August 1 | Results publish late August

- Salary increase budgets for 2025 & 2026
- Mid-year turnover for 2025

Edition 4 (E4) | Participate by November 7 | Results publish early December

- Salary increase budgets for 2026
- Promotional increases

Note: After each deadline, this survey will close for approximately two weeks to refresh the questions for the next edition.

[Participate](#)

[Learn More](#)

Salary Budget Snapshot

	E1	E2	E3	E4
Policy framework*	✓	✓	✓	✓
Salary increase budgets for 2025	✓	✓	✓	
Salary increase budgets for 2026		✓	✓	✓
Turnover for 2024	✓			
Mid-year turnover for 2025			✓	
Promotional increases				✓

*Complete in your first submission and update as needed throughout the year.

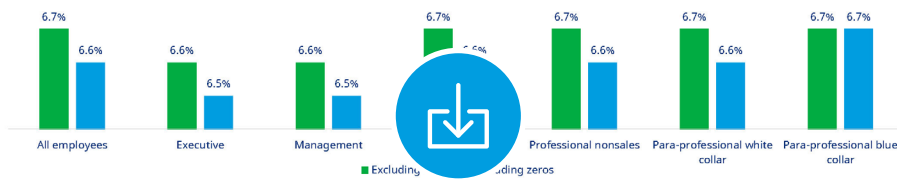
Take a closer look ...

E1

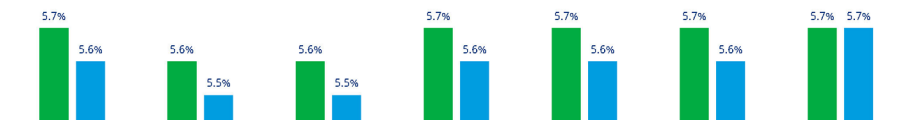
Salary increase budgets for current year

Salary increase budget overview

Total salary increase budget — median, excluding and including zeros



Merit salary increase budget — median, excluding and including zeros

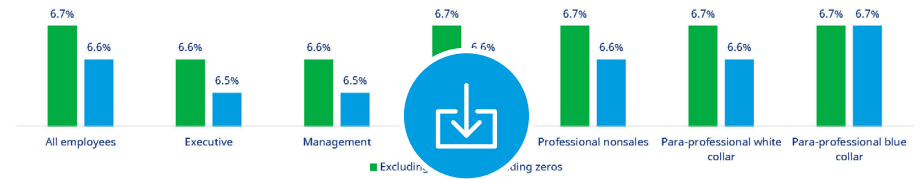


E2

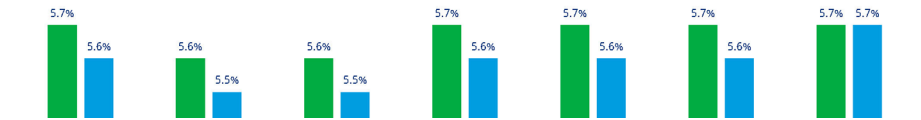
Salary increase budgets for current year

Salary increase budget overview

Total salary increase budget — median, excluding and including zeros



Merit salary increase budget — median, excluding and including zeros

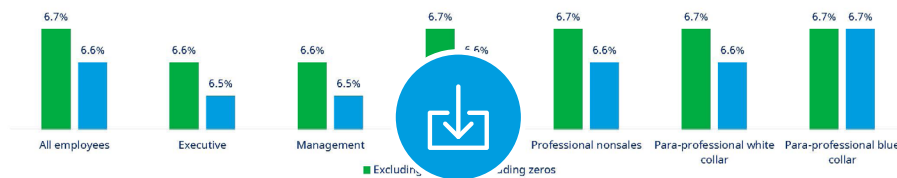


E3

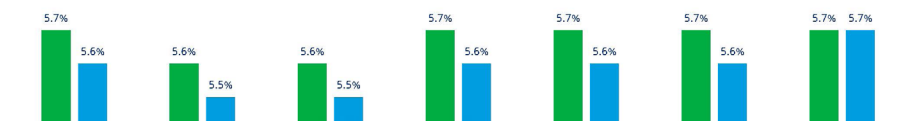
Salary increase budgets for next year

Salary increase budget overview

Total salary increase budget — median, excluding and including zeros



Merit salary increase budget — median, excluding and including zeros



E4

Promotional increases

Promotions awarded in current year

Actual percentage of employees promoted and actual average promotional salary increase awarded

	Median	Average	N=
Employees promoted	4.0%	7.9%	50
Promotional salary increase	4.5%	4.5%	50

Forecast promotions for next year

Forecast percentage of employees to be promoted and forecast average salary increase awarded

	Median	Average	N=
Employees promoted	11.3%	12.9%	50
Promotional salary increase	10.0%	10.0%	50

TAAP into
learning



 A microlearning course!

Benefit Fundamentals

Learn about different types of benefits, how they are structured and why they are integral to a competitive total rewards offering.



Access a set of videos and activities to ensure you and your team have a foundational understanding of the benefits framework.



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **perquisites and allowances dashboard!**

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This product can help you ...

- Onboard new or junior team members to ensure they understand a range of different benefits provided by most companies.
- Create a robust and inclusive benefit offering that supports a competitive total rewards package.

What's included?

- Level 1 provides an introduction to employee benefits and includes a selection of short videos and downloadable activities
- Level 2 helps provide you with an understanding of the employee benefits framework and includes a selection of short videos and downloadable activities
- Complete the assessment at the end to ensure you're ready to apply your benefits knowledge

View the full curriculum on the next page.

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[Demo Video](#)

[Watch Lesson 1](#)

Benefit Fundamentals

Course curriculum



Lesson 1 is free! [Watch it now](#)



Level 1: Lay the foundation

The lessons and activities in Level 1 will help to lay a foundation of knowledge for you to build upon when you reach Level 2 of this course.

Video: Overview of employee benefits

Video: Pension benefits

Video: Protection, disability and sickness benefits

Video: Health and medical benefits

Activity: Why provide retirement, health and medical benefits?

Video: Family-related benefits

Video: Leave-related benefits

Activity: Why are family and leave benefits important to employees?

Video: Perquisites and allowances

Activity: How are employee benefits structured?



Level 2: Apply your knowledge

The lessons and activities in Level 2 will teach you how to apply the foundational knowledge you developed in Level 1 of this course.

Video: Flexible benefits

Video: Benefits for employee work-life balance

Video: Benefits for employee well-being

Activity: What types of benefits are important for an employee's work-life balance?

Video: Benefits for an inclusive workforce

Video: Benefits for a multigenerational workforce

Activity: What are the considerations for creating inclusive benefits policies?

Video: Implementing effective benefits policies

Video: Employee eligibility and workforce composition

Activity: What are the requirements for successful benefit policies?

Video: Benefits and total rewards

Assessment: Are you ready to apply your benefits knowledge?

Benefit Fundamentals

Microlearning subscription

	USD	EUR
HR function 15 learners 3 months	4,000	3,700
HR team 5 learners 3 months	2,000	1,900
HR individual 1 learner 3 months	500	450

Pricing note

The base price is USD; EUR prices may differ in the [Mercer Shop](#) due to currency changes. Price is determined at the time of purchase for all Mercer Shop orders.

Choose the right number of learners for your company

All purchases are considered corporate/enterprise purchases; access period is based on the initial corporate purchase date.

 A microlearning course!

Compensation Fundamentals

Learn about some of the foundational concepts and topics related to compensation.



Access a set of videos and activities to ensure you and your team have a foundational knowledge of compensation.



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **total employment cost calculator!**

 **Included in a TAAP+ subscription!**

This product can help you ...

- Onboard new or junior team members to ensure they understand common compensation terminology and practices.
- Learn how to work with compensation data and use your knowledge to guide analysis that will inform data based decision-making.

What's included?

- Level 1 covers the basics and includes a selection of short videos and downloadable activities
- Level 2 will teach you how to apply the foundational knowledge through a series of short videos and downloadable activities
- Complete the assessment at the end to ensure you're ready to apply your compensation knowledge

View the full curriculum on the next page.

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[Demo Video](#)

[Watch Lesson 1](#)

Compensation Fundamentals

Course curriculum

 Lesson 1 is free! [Watch it now](#) 



Level 1: Lay the foundation

The lessons and activities in Level 1 will help to lay a foundation of knowledge for you to build upon when you reach Level 2 of this course.

Video: Compensation components

Video: Common terminology

Video: Variable pay

Activity: What is compensation?

Video: Compensation guidelines

Video: Compensation structure

Activity: What is a compensation structure?

Video: Job evaluation

Video: Compensation administration

Video: Compensation strategy

Activity: What is an effective compensation strategy?



Level 2: Apply your knowledge

The lessons and activities in Level 2 will teach you how to apply the foundational knowledge you developed in Level 1 of this course.

Video: Job descriptions

Video: Job evaluation approaches

Activity: What is job evaluation?

Video: Market pricing

Activity: What is market pricing?

Video: Analyzing compensation data

Video: Working with variable pay data

Video: Managing a compensation structure

Video: Pay progression

Activity: What is pay progression?

Video: Pay for performance

Assessment: Are you ready to apply your compensation knowledge?

Compensation Fundamentals

Microlearning subscription

	USD	EUR
HR function 15 learners 3 months	4,000	3,700
HR team 5 learners 3 months	2,000	1,900
HR individual 1 learner 3 months	500	450

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Choose the right number of learners for your company

All purchases are considered corporate/enterprise purchases; access period is based on the initial corporate purchase date.

 A microlearning course!

Global Mobility Fundamentals

Learn about key concepts for optimizing international assignment success and understand expat compensation and benefit strategies.



Access a set of videos and activities to ensure you and your team have a foundational knowledge of global mobility.



TAAP+ bonus

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 **Included in a TAAP+ subscription!**

This product can help you ...

- Onboard new or junior team members to ensure they understand the fundamentals of global mobility and the underlying principles of expatriate compensation and benefits.
- Gain a foundational understanding of global mobility that will help you to think critically and engage in discussions related to global mobility.
- Make informed choices and develop strategies that align with your company's goals and objectives in managing global assignments, including how to optimize assignment success, improve employee satisfaction and reduce assignment failure rates.

What's included?

- Level 1 provides an introduction to global mobility and includes a selection of short videos and downloadable activities.
- Level 2 provides you with an understanding of the global mobility lifecycle and the balance sheet approach remuneration through a series of short videos and downloadable activities.
- Complete the assessment at the end to ensure you're ready to apply your global mobility knowledge.

View the full curriculum on the next page.

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[Demo Video](#)

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Global Mobility Fundamentals

Course curriculum



Lesson 1 is free! [Watch it now](#)



Level 1: Lay the foundation

The lessons and activities in Level 1 will help to lay a foundation of knowledge for you to build upon when you reach Level 2 of this course.

Video: Defining global mobility

Video: Common terminology

Video: Types of international assignments

Video: Managing expatriates

Activity: What is global mobility?

Video: Expatriate benefits & allowances

Video: Expatriate compensation

Video: Managing international assignment costs

Activity: What makes an expatriate compensation and benefit strategy effective?

Video: Maximizing assignment success

Activity: What makes an international assignment successful?

Video: Expatriate support



Level 2: Apply your knowledge

The lessons and activities in Level 2 will teach you how to apply the foundational knowledge you developed in Level 1 of this course.

Video: Global assignment lifecycle

Video: Repatriation and localization

Activity: What is included in a global assignment lifecycle?

Video: The balance sheet remuneration approach

Video: Components of the balance sheet approach

Activity: What is the balance sheet approach?

Video: Balance sheet approach case study

Assessment: Are you ready to apply global mobility knowledge?

Global Mobility Fundamentals

Microlearning subscription

	USD	EUR
HR function 15 learners 3 months	4,000	3,700
HR team 5 learners 3 months	2,000	1,900
HR individual 1 learner 3 months	500	450

Pricing note

The base price is USD; EUR prices may differ in the [Mercer Shop](#) due to currency changes. Price is determined at the time of purchase for all Mercer Shop orders.

Choose the right number of learners for your company

All purchases are considered corporate/enterprise purchases; access period is based on the initial corporate purchase date.

 A microlearning course!

HR Policy Fundamentals

Learn about a range of different types of policies, how to create a new policy and the steps to follow when updating a policy.



Access a set of videos and activities to ensure you and your team have a foundational understanding of HR policies.



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **HR country comparator dashboard!**

 **Included in a TAAP+ subscription!**

This product can help you ...

- Guide new team members on the importance of creating and maintaining policies.
- Learn how to write an effective policy and the steps to follow for maintaining a policy to ensure it is relevant and up-to-date.

What's included?

- Level 1 covers the basics and includes a selection of short videos and downloadable activities
- Level 2 will teach you how to apply the foundational knowledge through a series of short videos and downloadable activities
- Complete the assessment at the end to ensure you're ready to apply your HR policy knowledge

View the full curriculum on the next page.

[Buy Now](#)

[Demo Video](#)

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HR Policy Fundamentals

Course curriculum

 Lesson 1 is free! [Watch it now](#) 



Level 1: Lay the foundation

The lessons and activities in Level 1 will help to lay a foundation of knowledge for you to build upon when you reach Level 2 of this course.

Video: Why HR policies are important?

Video: Employee position and role

Video: Country-specific policies

Activity: Why are country-specific policies necessary?

Video: Performance and reward policies

Video: Policies for HR

Video: Labor relations

Activity: What types of policies are essential to an organization?



Level 2: Apply your knowledge

The lessons and activities in Level 2 will teach you how to apply the foundational knowledge you developed in Level 1 of this course.

Video: Writing an effective policy

Video: Policy approvals

Video: Policy communications

Activity: What is an effective policy?

Video: Maintaining policies

Activity: Why revise an existing policy?

Video: Reviewing and updating a policy

Video: Socializing policy revisions

Assessment: Are you ready to apply your HR policy knowledge?

HR Policy Fundamentals

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HR team 5 learners 3 months	2,000	1,900
HR individual 1 learner 3 months	500	450

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 A microlearning course!

Job Evaluation & Leveling (IPE)

Learn how to apply Mercer's International Position Evaluation (IPE) methodology to your organization's jobs and put it into practice when using Mercer's TRS data.



Access a set of videos and activities to ensure you and your team understand Mercer's IPE resources and methods.



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **learning spend benchmarking tool!**

This product can help you ...

- Understand and apply the precise International Position Evaluation (IPE) methodology to maximize your usage of Mercer's TRS data.
- Expand your market pricing options to use a wider range of approaches — from the broad 'all functions regression line' to the more specific 'job match and position class.'

What's included?

- Level 1 covers the basics and includes a selection of short videos and downloadable activities
- Level 2 outlines how to apply the IPE methodology through a series of short videos and downloadable activities
- Complete the assessment at the end to ensure you're ready to apply IPE to your organization

View the full curriculum on the next page.

Note: **Access to this microlearning course requires your company to have an eIPE license.** Complete this [request form](#) to speak to a specialist about purchasing a license.

This course provides information on Mercer's core IPE methodology; a step-by-step overview of Mercer's IPE tool is not included.

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[Watch Lesson 1](#)

Job Evaluation & Leveling (IPE)

Course curriculum



Lesson 1 is free! [Watch it now](#)



Level 1: Lay the foundation

The lessons and activities in Level 1 will help to lay a foundation of knowledge for you to build upon when you reach Level 2 of this course.

Video: Understanding jobs

Video: Introduction to job evaluation

Video: Types of job evaluation

Activity: What is job evaluation?

Video: About Mercer's International Position Evaluation (IPE)

Activity: What is IPE?

Video: Total Remuneration Survey

Video: Market pricing

Video: The IPE methodology

Activity: How do IPE and TRS work together?



Level 2: Apply your knowledge

The lessons and activities in Level 2 will teach you how to apply the foundational knowledge you developed in Level 1 of this course.

Video: 5 factors and 12 dimensions

Activity: What are the 5 factors and 12 dimensions?

Video: The impact factor — sizing an organization

Video: The impact factor — impact & contribution

Video: The impact factor — sizing positions

Activity: What is the impact factor?

Video: The communication factor

Activity: What is the communication factor?

Video: The innovation factor

Activity: What is the innovation factor?

Video: The knowledge factor

Activity: What is the knowledge factor?

Video: The risk factor

Activity: What is the risk factor?

Video: How to determine position class

Assessment: Are you ready to apply IPE to your organization's jobs?

Job Evaluation & Leveling (IPE)

Microlearning subscription

	USD	EUR
HR function 15 learners 3 months	4,000	3,700
HR team 5 learners 3 months	2,000	1,900
HR individuals 3 learners 3 months	700	685

Pricing note

The base price is USD; EUR prices may differ in the [Mercer Shop](#) due to currency changes. Price is determined at the time of purchase for all Mercer Shop orders.



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Choose the right number of learners for your company

All purchases are considered corporate/enterprise purchases; access period is based on the initial corporate purchase date.

TAAP into **workforce**



Employee Engagement Survey Toolkit

Access a set of recommendations, practices, techniques and templates to use as you plan your first employee engagement survey or enhance previous efforts.



This toolkit includes downloadable templates for you to use.



TAAP+ bonus

TAAP+ subscribers have quick and easy access to the individual templates contained within this report!



Included in a TAAP+ subscription!

This product can help you ...

- Learn how to gather, measure and action feedback from your employees.
- Identify issues that may be the cause of low performance and unwanted turnover.

What's included?

Toolkit

- Getting started
- Designing a questionnaire
- Conducting the survey
- Analyzing the results
- Sharing the results
- Creating an action plan

Interactive benchmarking tool

- Normative data for more than 50 popular engagement survey questions
- Question library of best practices, guidance and recommended actions

Buy Now

Employee Engagement Survey Toolkit

Online subscription

Get access for up to 5 users from as little as \$67 per user per month!*

	USD	EUR
Premium All templates and resources	4,000	3,700
Add single user	1,000	950

Pricing note

The **Premium Online** subscription includes access to online resources, plus a selection of templates in PDF, Word and PowerPoint formats.

The base price is USD; EUR prices may differ in the **Mercer Shop** due to currency changes. Price is determined at the time of purchase for all Mercer Shop orders.

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*Amount per user per month is for illustration purposes only. Online subscriptions are invoiced annually at the listed prices and include up to 5 users. They are not available at a cost per user per month rate.

Market coverage

This product contains globally applicable content; it is not country or market-specific.

Skills Practices

Understand how to integrate a skills-based approach into your talent strategy.



An online subscription includes 12 months' access to all available data cuts!!



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **skills demand by job family tool!**

This product can help you ...

- Review and evaluate the requirements for identifying and rewarding skills.
- Compare approaches to skills practices across different markets and industries.



Included in a TAAP+ subscription!

What's included?

- Skills alignment and strategy
- Skills foundation and mapping
- Skills at employee level
- Skill proficiencies
- Using data and technology for monitoring skills
- Skills-based programs
- Effectiveness of skills-based programs

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Take a closer look ...

Demo video of online

Skills Practices

Banking/financial services — Global

Alignment & strategy | Skills foundation | Skills at employee level | Proficiencies | Data & tech | Skills-based programs | Program effectiveness

Alignment & strategy Last updated: November 08, 2023

Select an option: Benefits & barriers

Desired benefits of the skills-based practices

Benefit	Percentage
Employee development/opportunity	84%
Attract and retain critical skills	86%
Workforce agility/flexibility	80%
Workforce productivity	66%

Sample of PDF download (not included in Lite)

Alignment & strategy Last updated: October 30, 2024

Strategic overview

Practices that incorporate skills-based processes

Practice	Percentage
Career development	73%
Talent acquisition	71%
Performance management	67%
Learning	59%
Career pathing	52%
Rewards	51%
Succession management	51%
Workforce planning	47%
Projects and gigs	26%

Sample of PDF download (not included in Lite)

Skills-based programs Last updated: October 30, 2024

Employee pay and rewards

Impact of skills on pay

Category	Direct impact	Some impact	No impact
New hire salary (N=245)	45%	44%	11%
Sign on bonus (N=227)	25%	37%	37%
Annual salary increase (N=247)	48%	38%	13%
Annual bonus setting or payout (N=241)	38%	39%	23%
Retention bonus (N=228)	24%	47%	29%

Note: The sum of all responses may not add to 100% due to rounding.

Skills at employee level Last updated: October 30, 2024

Skills assessment

Employee assessment against relevant skill attainment

Response	Percentage
Yes	86%
No	14%

N=337

Frequency of skill assessment

Frequency	Percentage
Continuously	30%
Annually	36%
Biannually	9%
As needed	25%

N=291

Note: The sum of all responses may not add to 100% due to rounding.

Skills Practices

2025 Release: October 29

Online subscription

	USD	EUR
Premium All markets	4,000	3,700
Lite All markets	3,000	2,800
Add single user	1,000	950

Get access for up to 5 users from as little as \$67 per user per month!*

Pricing note

The **Premium Online** subscription includes access to online data for all available markets, plus the ability to download data into PDFs.

The **Lite Online** subscription includes access to online data for all available markets. It does not include PDFs. Both options include access for up to 5 users; additional users may be added for a fee (add single user).

The base price is USD; EUR prices may differ in the **Mercer Shop** due to currency changes. Price is determined at the time of purchase for all Mercer Shop orders.

Online orders sold via the **Mercer Shop** automatically renew every 12 months. Auto renewals will be invoiced on or around the renewal date each year and are eligible for a 10% discount. You may cancel your renewal at any time prior to your expiry date.

*Amount per user per month is for illustration purposes only. Online subscriptions are invoiced annually at the listed prices and include up to 5 users. They are not available at a cost per user per month rate.

Data refresh

An online subscription includes 12 months' access to market-specific data for all available markets. Data is refreshed at least once during a 12-month period. The online subscription provides access to the most current data available.



Additional offerings
on TAAP

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Supercharge your HR efficiency.

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**Register
Now**



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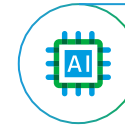
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Generative AI forum

Join our exclusive forum to stay ahead of the game by connecting with peers across multiple industries and learn from subject matter experts who are the leaders in digital strategy, transformation, HR Technology, vendor selection and generative AI.

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US executive compensation forum

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