

# taap portfolio 2025

Trusted data. Confident decisions.

welcome to brighter



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



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# 2025 Data refresh schedule



 Online updates made as new data/information is available

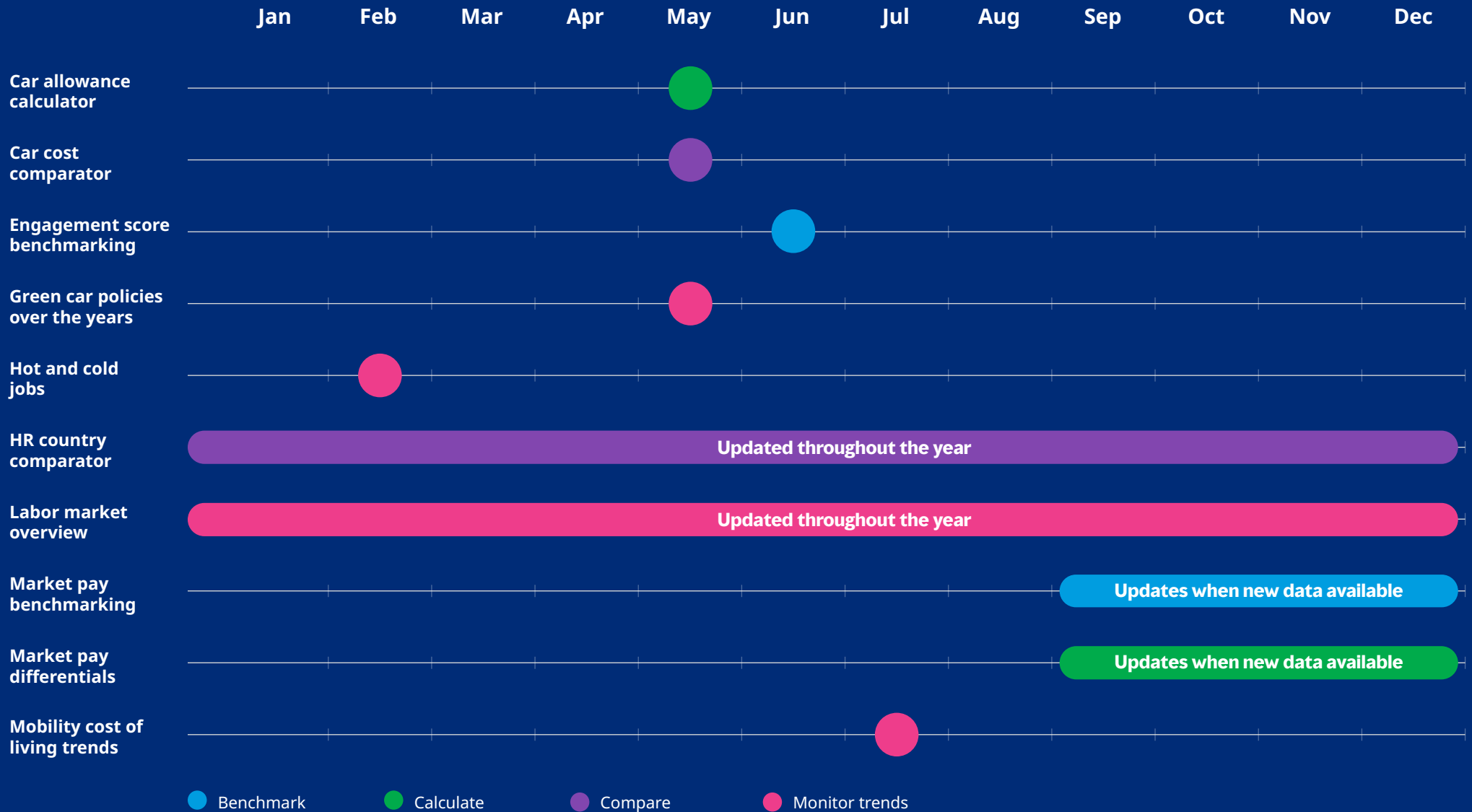
 All markets data refresh online

 Salary Budget Snapshot is exclusive to participants

All dates are subject to change.



# 2025 TAAP+ tools refresh schedule

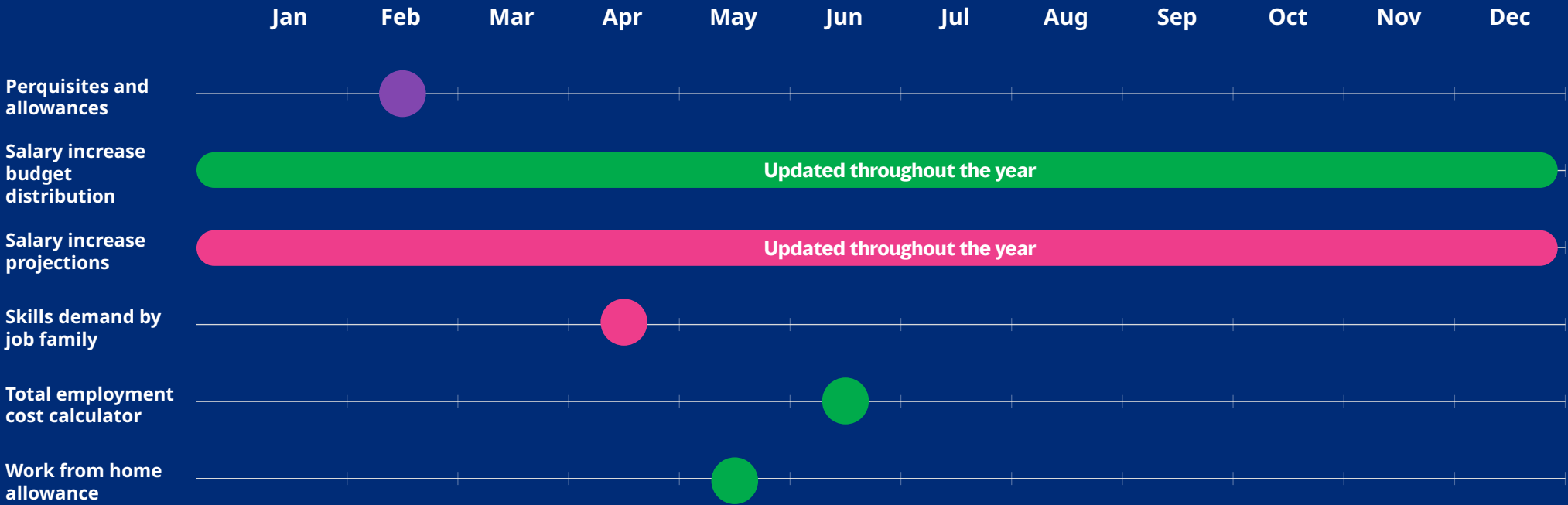


All dates are subject to change.





# 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



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

# Trusted data. Confident decisions.

**TAAP+ is your partner in turning data into decisive action.**



## Data across the globe

Explore a treasure trove of comprehensive global data from over 130 markets! With regular updates, you'll always have the latest decision-making data at your fingertips.



## Customizable data tools

Transform your data experience with our interactive tools! Easily customize your data calculations and download them in Excel, PDF, or PPT formats tailored to your unique needs.



## Bite-sized insights

Say goodbye to information overload! Access bite-sized, actionable content on a wide range of HR topics—from benefits to workforce analytics—making learning a breeze.



## Learning made fun

Jumpstart your team's success with our dedicated learning area! Our foundational courses are designed to build knowledge and streamline the onboarding process for new team members, making learning flexible and engaging.



## Stay in the know

Stay ahead of the curve with our weekly email alerts! Get timely updates on relevant legislative changes that impact your organization, ensuring you're always informed and ready to act.



## Get the inside scoop

Tap into the pulse of the industry! Gain access to insights from the latest surveys on trending topics, participate in quick platform polls for instant feedback, or join our TAAP into Trends series for live survey results.



## You're the boss

Take charge of your user management! Decide which areas of TAAP+ your team members can see and easily add or remove users as needed, with unlimited HR users included in most TAAP+ subscription options.



## Prices for your budget

Discover pricing options that won't break the bank! Start with the free TAAP Snapshot, explore data products from just 2,000 USD, or chat with us about tailored solutions for your organization with TAAP+.



# Delivering answers faster.

Meet **Aida**, your new TAAP teammate, powered by LenAI.



Aida's journey begins by using the Worldwide Benefits and Employment Guidelines (WBEG) product as its source of information.

Aida is  
**multilingual!**

Ask questions in your  
native language.

## Users can:



Receive direct answers  
on benefits in individual  
countries.



Compare benefits  
across multiple  
countries.



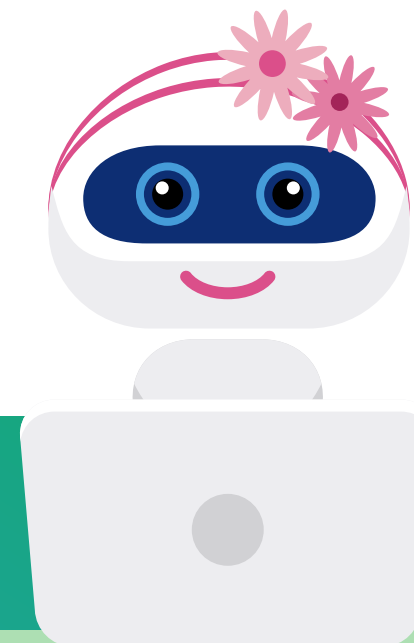
Compare your company  
benefit policy against statutory  
and market practices.

## Example prompts:

What are the overtime laws in Hong Kong?  
Compare the minimum wage in France and Germany.  
How many days of maternity leave are provided in Canada?



Our commitment to accuracy is paramount. We're rigorously testing Aida to ensure reliable responses and address any concerns about information integrity.



# 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 actionable insights.



Alert (e.g., legislative changes)



Quick Glance (e.g., infographics)



Quick Read (e.g., articles, short reports)



Review Data (e.g., Excel data files, data-heavy reports)



Indepth Read (e.g., longer reports)



Evaluate & Measure (e.g., quizzes, diagnostics, checklists)



Interact & Analyze (e.g., calculators, dashboards)



Customize (e.g., Excel, PowerPoint)



Watch & Learn (e.g., videos)



Listen (e.g., podcasts)

## Infographic



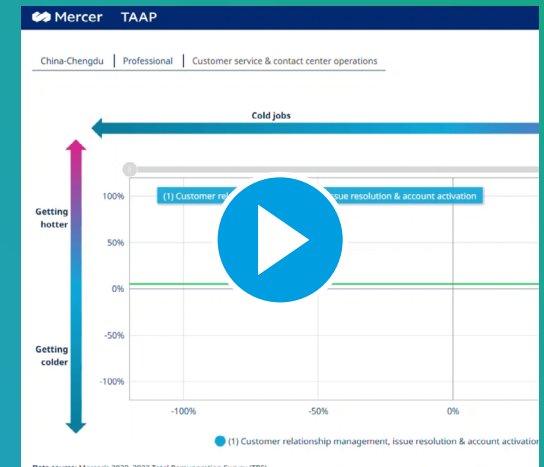
## Excel data

Region		Sub region	Market	Typical weekly working hours (including overtime)	Maximum daily/weekly working hours (including overtime)	Maximum weekly working hours (including overtime)	Overtime (standard)	Overtime (non-standard, e.g., holiday, weekend)
Americas	Latin America	Argentina		Data not available	9	40	100% above regular wage	100% above regular wage
Americas	Latin America	Bolivia		Data not available	9/11 for night shifts	40 (night)	100% above regular wage	100% above regular wage
Americas	Latin America	Brazil		Data not available	9	44	100% above regular wage	100% above regular wage
Americas	Latin America	Chile		Data not available	9 (private sector) 10 (public sector)	40 (private sector) 40 (public sector)	100% above regular wage	Data not available
Americas	Latin America	Colombia		Data not available	9	40	200% above regular wage	75% above regular wage
Americas	Latin America	Ecuador					100% above regular wage	100% above regular wage
Americas	Latin America	Mexico				at available	200% above regular wage (first 2 hours)	100% above regular wage
Americas	Latin America	Peru					200% above regular wage (first 2 hours)	100% above regular wage
Americas	Latin America	Venezuela		Data not available	9	40	100% above regular wage	100% above regular wage
Americas	United States/Canada	Canada		Data not available	Typically 9	40-42	100% above regular wage	Data not available
Americas	United States/Canada	United States		40	Data not available	40	100% above regular wage (only employees exempt from FLSA overtime)	Data not available
Asia Pacific	Asia	China		Data not available	9	40	100% above regular wage	100% above regular wage
Asia Pacific	Asia	Hong Kong		Data not available	9	48	100% above regular wage	100% above regular wage
Asia Pacific	Asia	India		Data not available	9	48	100% above regular wage	Data not available
Asia Pacific	Asia	Indonesia		Data not available	7 hours (5 days/week)	40	100% above regular wage for first 3 hours 200% above regular wage for additional hours	100% above regular wage for first 3 hours 200% above regular wage for additional hours

## Short report



## Dashboard



# 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	<p>Around three-quarters of companies (75%) provide company car or leased car allowances to executives, general managers and managers. This includes both size and non-size employees.</p> <p>(Source: Mercer's Total Remuneration Survey, 2020)</p>	<p>Over half (52%) of companies offer car benefits to employees, typically as car-to-management and above, with costs varying by employee grade. This includes both size and non-size employees.</p> <p>(Source: Mercer's Total Remuneration Survey, 2020)</p>	<p>Around two-thirds (67%) of companies provide this benefit, and most provide a car for both business and private use.</p> <p>The typical benefit is a company-owned vehicle or a car allowance. The median monthly lease fee is \$600 (professional sales staff, \$640 (management) and \$640, 100 (non-executives).</p> <p>(Source: Mercer's Total Remuneration Survey, 2020)</p>
Meal allowances/subsidized eating facilities	<p>Meal allowances are considered part of remuneration and are taxable. 73% of companies provide this benefit. Most employees provide a car for their employees. Note: This benefit has become significantly less prevalent in the context of COVID-19, with only 24% of employees with employees currently working remotely provide a meal allowance.</p>	<p>It is not common for employers to provide meal allowances. If meals are provided, costs may range between \$100-\$150 per employee per month.</p>	<p>Nearly all companies provide lunch vouchers as a common benefit.</p>

## 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		
<input type="checkbox"/> Select all	% of base salary	Annual amount	<input type="checkbox"/> Select all	% of base salary	Annual amount
<input checked="" type="checkbox"/> Allowances	0.2 %	425	<input checked="" type="checkbox"/> Retirement	2.5 %	6,282
<input checked="" type="checkbox"/> LTI	20.0 %	50,206	<input type="checkbox"/> Disability	- %	-
<input type="checkbox"/> Sales incentives	27.2 %	68,509	<input type="checkbox"/> Accidental death & disability	- %	-
<input type="checkbox"/> LTI	22.8 %	57,201	<input type="checkbox"/> Medical	- %	-
<input type="checkbox"/> Other	- %	-	<input type="checkbox"/> Life	- %	-
Subtotal: 15,681 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: Research Scientist	Job position: R&D Associate Officer (200)
Market 1: Americas	Market 2: Asia Pacific
Region: Argentina	Region: India
Market: Argentina	Market: India
Annual base salary (USD): 125,334	Annual base salary (USD): 172,552
Differential above or below market 2: -27.35%	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 <input type="checkbox"/> Laptop: 1,411.50 <input checked="" type="checkbox"/> Monitor: 148.00 <input type="checkbox"/> Wireless: 40.00 <input type="checkbox"/> Headset and mouse: 30.00 <input type="checkbox"/> Power cord/battery connection for monitor: 30.00 <input type="checkbox"/> Cables: Please specify	<input checked="" type="checkbox"/> Reproducible office supplies <input type="checkbox"/> Monthly: 1.01, Annually: 76.68 <input type="checkbox"/> Printer: 1.01, Annually: 76.68 <input type="checkbox"/> Paper: 1.01, Annually: 76.68 <input type="checkbox"/> Pens: 1.01, Annually: 76.68 <input type="checkbox"/> Other: Please specify
Essential equipment total: AUD 1,619.50	Supplier total: Monthly: 1.01, Annually: AUD 76.68
<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 Analytics 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"><li>Benefits Strategy</li><li>Health &amp; Medical</li><li>Leave &amp; Time Off</li><li>Mental Health</li><li>Perquisites</li><li>Retirement &amp; Pensions</li></ul>	<ul style="list-style-type: none"><li>Compensation Strategy</li><li>Economic Environment</li><li>Pay Equity &amp; Transparency</li><li>Salary Increases &amp; Budgets</li><li>Total Rewards</li><li>Variable Pay &amp; Incentives</li></ul>	<ul style="list-style-type: none"><li>Core HCM</li><li>Digital Experience Enablement</li><li>HR Service Delivery</li><li>Platform Services &amp; Generative AI</li><li>Talent &amp; Skills</li><li>Workforce Insights</li><li>Workforce Management</li></ul>	<ul style="list-style-type: none"><li>Benefit Fundamentals</li><li>Compensation Fundamentals</li><li>Global Mobility Fundamentals</li><li>HR Analytics Fundamentals</li><li>HR Policy Fundamentals</li><li>International Benefits Management</li><li>Job Evaluation &amp; Leveling (IPE)*</li></ul>	<ul style="list-style-type: none"><li>Assignment Management</li><li>Culture, Experience &amp; Wellbeing</li><li>Expatriate Benefits &amp; Allowances</li><li>Expatriate Compensation</li><li>International Talent Strategy</li><li>Labor Market &amp; Business Landscape</li><li>Operations Management</li></ul>	<ul style="list-style-type: none"><li>Artificial Intelligence (AI)</li><li>Attraction, Retention &amp; Turnover</li><li>Diversity, Equity &amp; Inclusion</li><li>Engagement &amp; Experience</li><li>Flexible Work Arrangements</li><li>Skills</li><li>Workforce Strategy &amp; Transformation</li></ul>

\*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	<b>Contact us</b> 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

[Buy Now](#)

[Demo Video](#)

# 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)
<b>Statutory requirement</b>	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.
<b>Supplemental provision, DB plans</b>	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.	
<b>Supplemental provision, DC or combination plans</b>	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

<b>Name of statutory retirement scheme</b>	Scheme names are old age security (OAS), guaranteed income supplement (GIS), and Canada/Quebec pension plan (CPP/QPP).
<b>Type of plan</b>	Plans are defined benefit (DB).
<b>Eligibility</b>	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.
<b>Normal retirement age</b>	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.
<b>Pensionable earnings</b>	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).
<b>Final pensionable earnings</b>	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
Lite   All markets	12,000	11,250
Lite   Region	3,000	2,800
Lite   All markets   Single user	8,000	7,500
Lite   Region   Single user	2,000	1,900

## Pricing note

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

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

A single user "Lite" option is available for those who require access for only one user. It can only be purchased via the [Mercer Shop](#).

First time or one-time purchase of the Premium | All markets 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.

## 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!



Included in a TAAP+ subscription!

### 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.

### 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

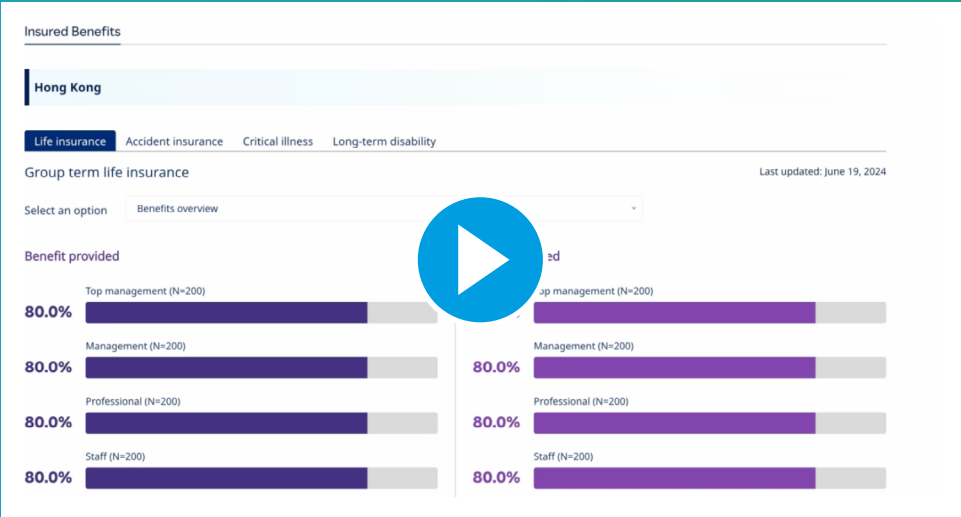
Buy Now

Demo Video

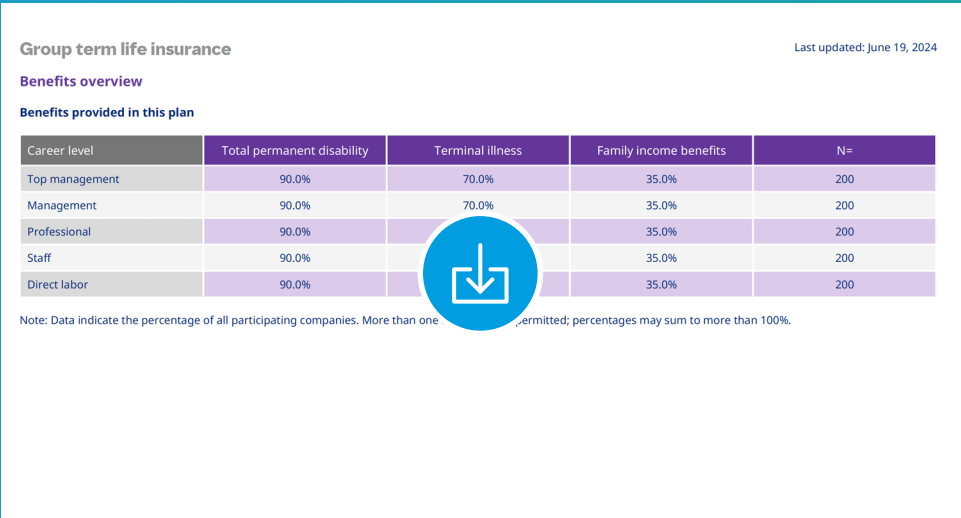
Single Market  
Sample

# Take a closer look ...

## Demo video of online

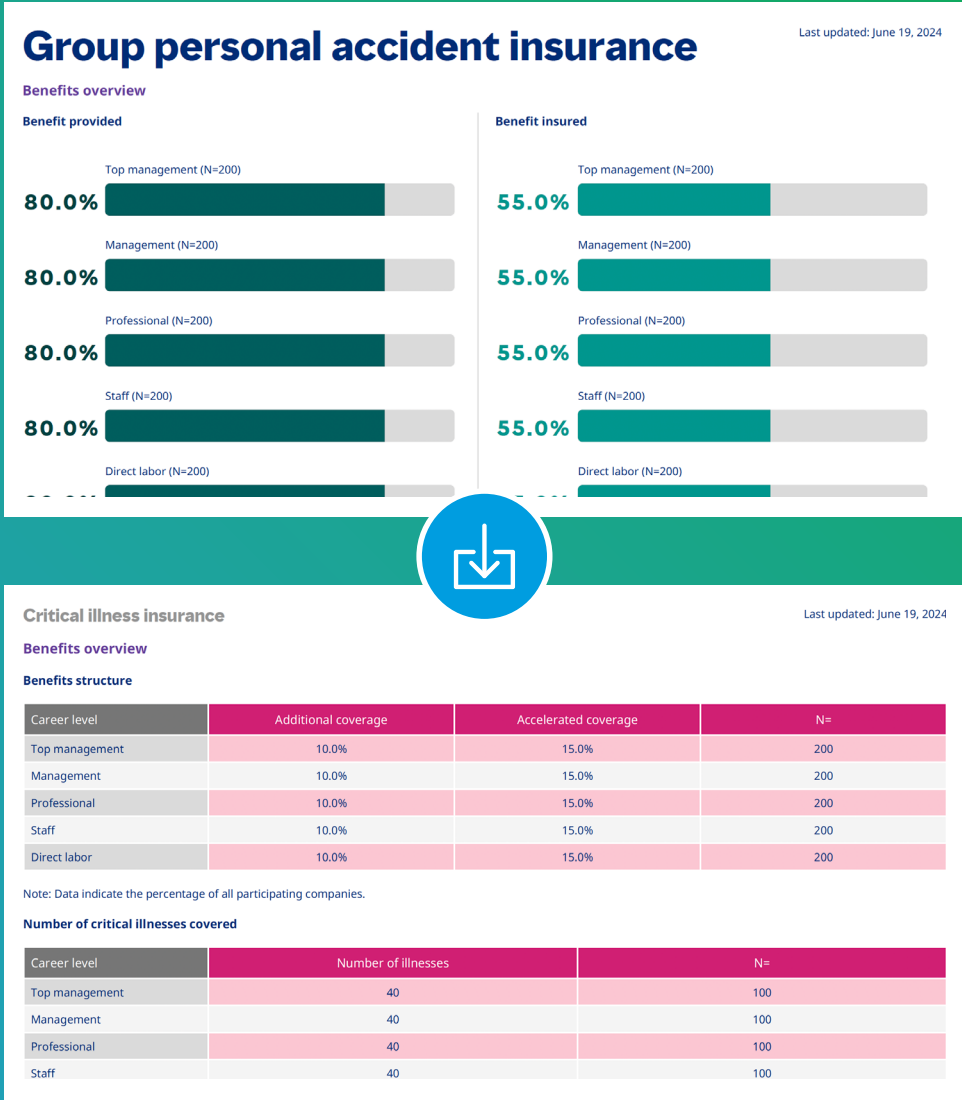


## Sample of PDF download



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

## Sample of PDF download





# 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.

## 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!**



Included in a TAAP+ subscription!

### 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.

### 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

[Participate](#)[Learn More](#)[Buy Now](#)[Demo Video](#)

# Take a closer look ...

## Demo video of online

Primary caregiverSecondary caregiverOther family leaveVacationOther annual leaveOther leave

Primary caregiver/maternity leave

Select an optionAmount of leave

Statutory requirements summary

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

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%	
Region 1	Sub region 1	Market 1	Secondary caregiver	84%	7%	
Region 1	Sub region 1	Market 1	Other family leave	50%	4%	
Region 1	Sub region 1	Market 1	Vacation	50%	4%	
Region 1	Sub region 1	Market 1	Other annual leave	85%	0%	
Region 1	Sub region 1	Market 1	Other leave	24%	0%	
Region 2	Sub region 2	Market 2	Primary caregiver	85%	0%	
Region 2	Sub region 2	Market 2	Secondary caregiver	4%	7%	
Region 2	Sub region 2	Market 2	Dependent care	0%	4%	
Region 2	Sub region 2	Market 2	Vacation	50%	4%	
Region 2	Sub region 2	Market 2	Volunteer leave	85%	0%	
Region 2	Sub region 2	Market 2	Sabbaticals	24%	0%	

Eligibility

Primary caregiverSecondary 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

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

Donut chart showing 43% Yes and 57% No

Yes 43% No 57%

# Leave Programs

2025 Release: September 10

## Online subscription

	USD	EUR
Premium   All markets	4,000	3,700
Lite   All markets	3,000	2,800
Lite   All markets   Single user	2,000	1,900
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.

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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.

## 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

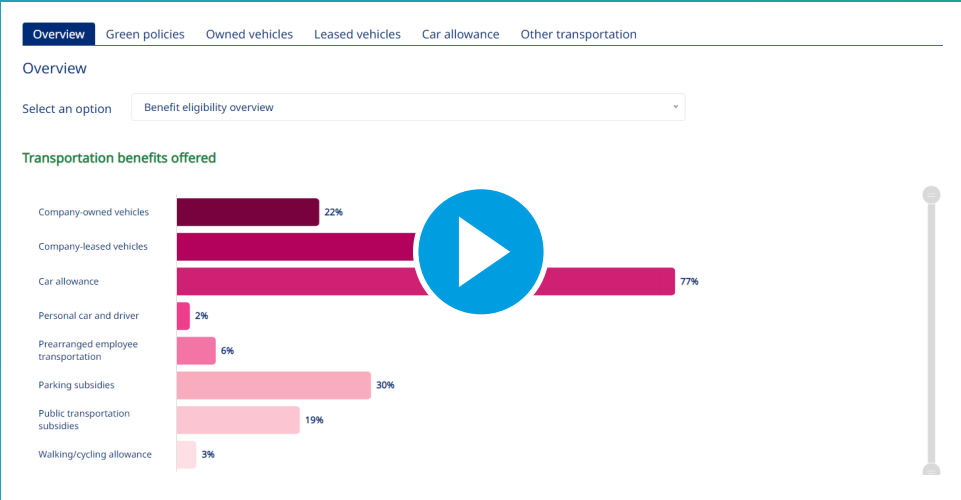
- Vehicle costs
- Car allowance estimates
- Rental car estimates
- Public transportation
- Typical employer vehicle costs
- Additional information, including fees, taxes, insurance, driver information, road conditions

[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

	USD	EUR
Premium   All markets	6,000	5,500
Lite   All markets	4,000	3,700
Lite   All markets   Single user	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.

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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

[Buy Now](#)

[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 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

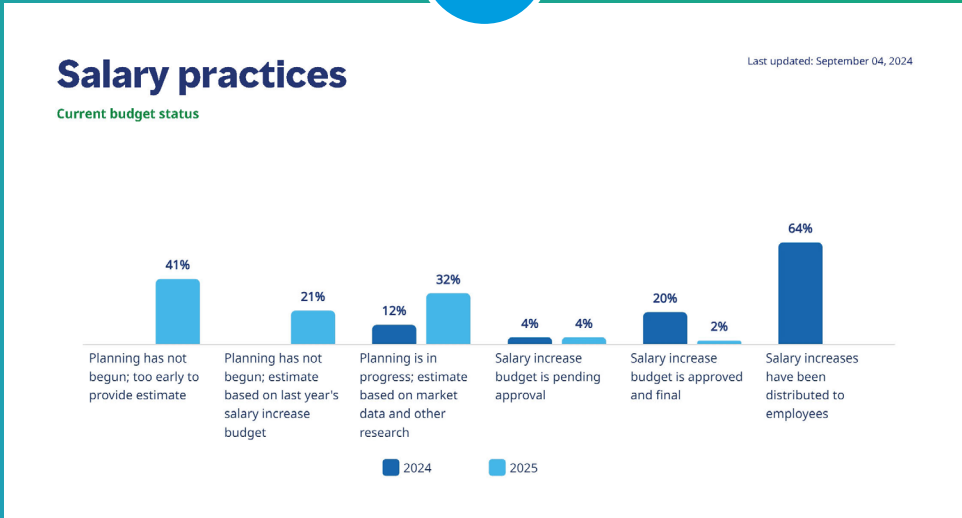
Economic indicators   Salary increases   Promotional practices   Exchange rates

## Sample of PDF download (not included in Lite)

### Economic indicators

Last updated: October 30, 2024

	Gross domestic product change	Inflation rate	Unemployment rate
2023 Actual	2.9%	4.1%	3.6%
2024 Estimated	2.8%	3.0%	4.1%
2025 Forecast	2.2%	1.9%	4.4%



# Global Compensation Planning (GCPR)

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

## Online subscription

	USD	EUR
Premium   All markets	4,000	3,700
Lite   All markets	3,000	2,800
Lite   All markets   Single user	2,000	1,900
Premium   Industry	4,500	4,200
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** subscriptions include 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 the Premium and Lite options include access for up to 5 users; additional users may be added for a fee (add single user).

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

## Data refresh

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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

[Buy Now](#)[Demo Video](#)[Job  
Descriptions](#)

# Take a closer look ...

## Demo video of online

Executive leadership

AdministrationEngineeringFinance & accountingHuman resourcesInformation technologyLegal & complianceManufacturingSalesSupply 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	285,918	315,918	276,371	347,250	488,541
Chief information officer (CIO)	241,155	281,500	295,999	295,999	369,260	423,281
Chief human resource officer (CHRO)	218,053	252,011	262,211	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 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	Administration & secretarial
Region name	Sub region name	Market name 1	Administration	Administration & secretarial
Region name	Sub region name	Market name 1	Administration	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

## Sample of PDF download (not included in Lite)

Executive leadership

Last updated: January 17, 2024

1 USD = 1.00 USD  
1 EUR = 1.06 USD

Local currency amounts

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

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

	USD	EUR
Premium   All markets	4,000	3,700
Lite   All markets	3,000	2,800
Lite   All markets   Single user	2,000	1,900
Add single user	1,000	950

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

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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!**



Included in a TAAP+ subscription!

## 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.

## 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)

Buy Now

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 Excel download (not included in Lite)

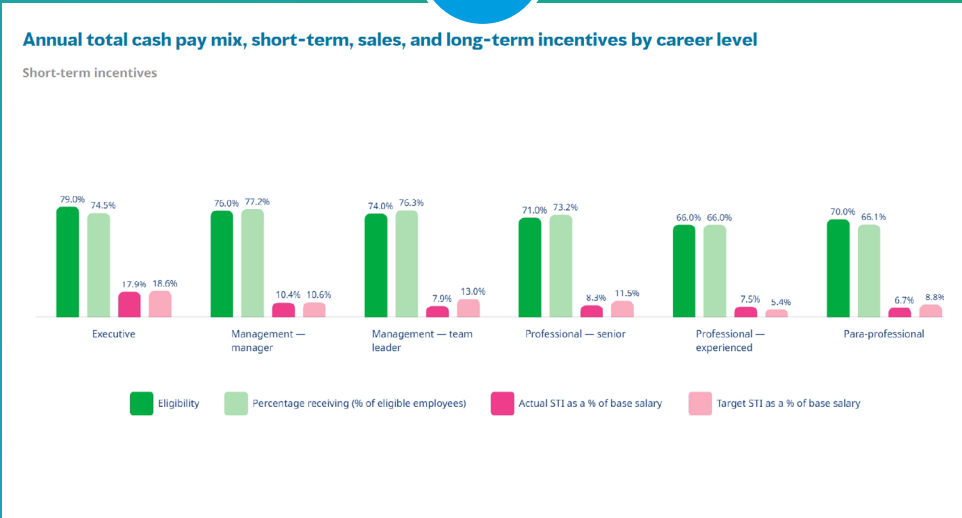
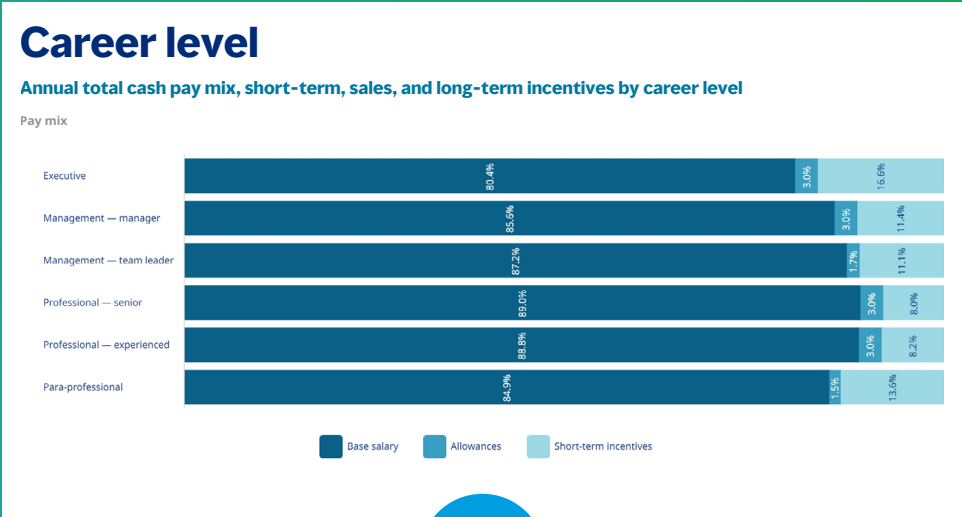
### Incentive Around the World | Sample

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

				Annual total cash pay mix		
Region	Sub region	Market	Career level	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

## Sample of PDF download (not included in Lite)



# 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
Lite   All markets   Single user	2,000	1,900
Add single user	1,000	950

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

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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](#)

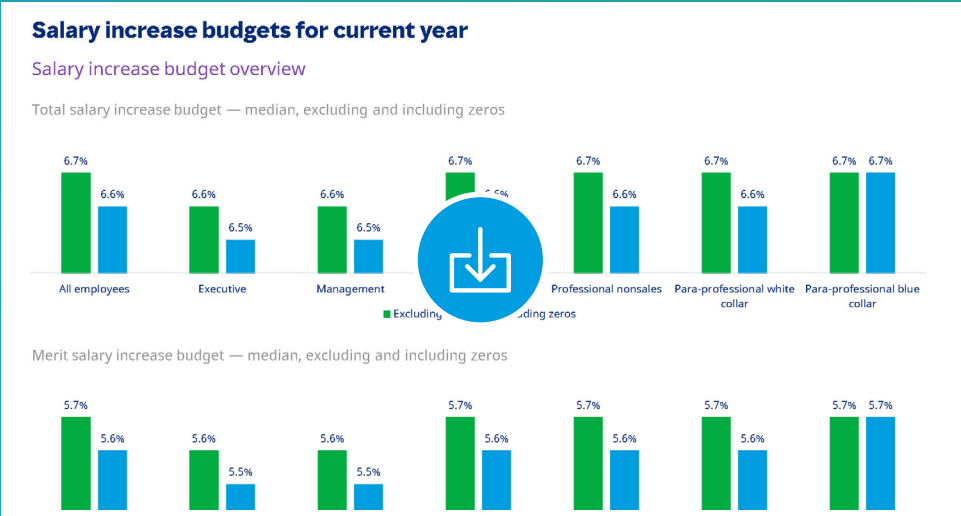
# Salary Budget Snapshot

	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				✓

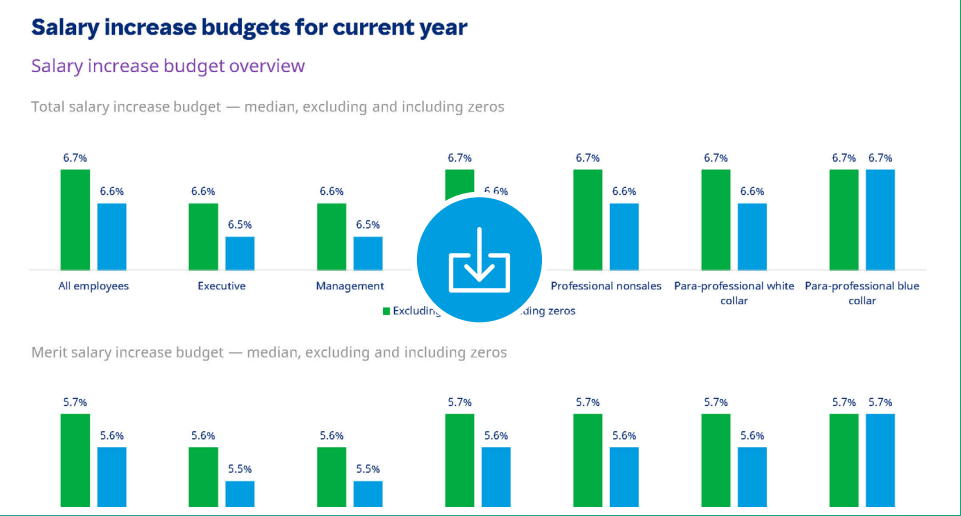
\*Complete in your first submission and update as needed throughout the year.

# Take a closer look ...

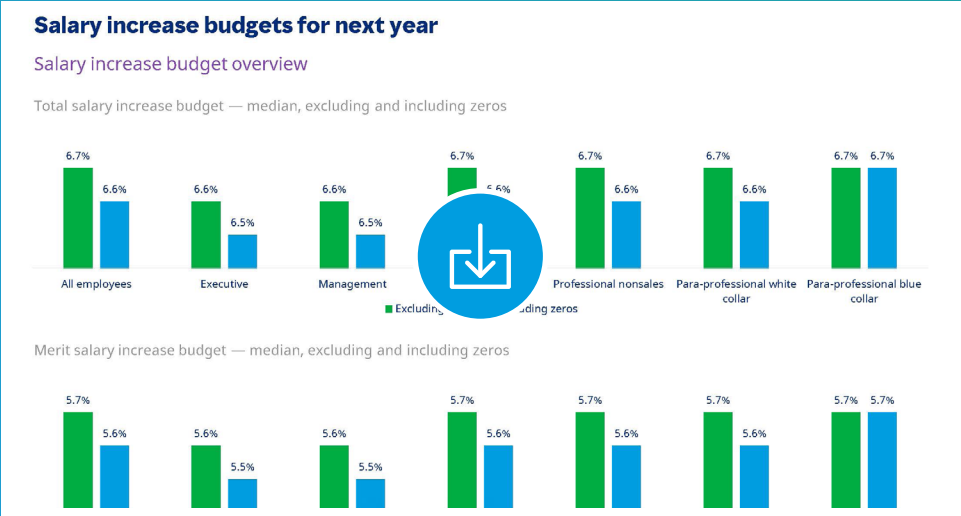
E1



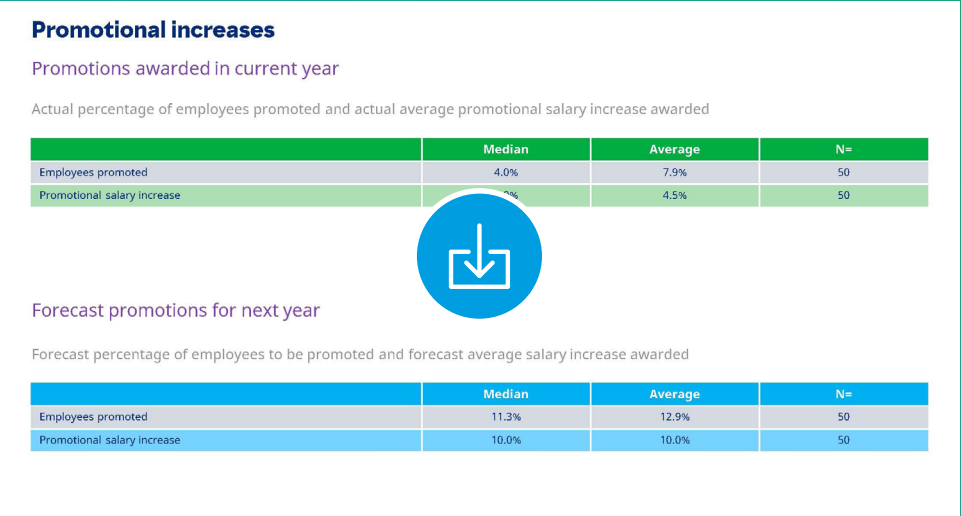
E2



E3



E4



# 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!**



Included in a TAAP+ subscription!

### 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.

Buy Now

Demo Video

Watch  
Lesson 1

# Benefit Fundamentals

## Course curriculum



### 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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# 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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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

TAAP+ subscribers have exclusive access to our **mobility cost of living trends calculator!**



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.

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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

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A microlearning course!

## HR Analytics Fundamentals

Learn how to utilize diverse data sets to extract insights and improve HR strategies through informed, data-driven decisions.



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



### TAAP+ bonus

TAAP+ subscribers have exclusive access to our **employee engagement score benchmarking tool**!



Included in a TAAP+ subscription!

### This product can help you ...

- Onboard new or junior team members to ensure they understand the fundamentals of HR analytics and how they can support HR decisions.
- Learn how to use HR data analytics to improve employee engagement and organizational effectiveness.

### 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

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# HR Analytics 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:** Introduction to HR analytics

**Video:** Common terminology

**Video:** Ethical considerations in HR analytics

**Video:** Data collection

**Video:** Data preparation

**Activity:** What does HR analytics encompass?

**Video:** Data visualization and reporting

**Video:** Predictive analytics in HR

**Activity:** What key factors contribute to HR analytics?



### 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:** Pay equity analytics

**Activity:** Why are analytics important for pay equity?

**Video:** Job evaluation and classification analytics

**Video:** Compensation costs analytics

**Activity:** What are compensation analytics?

**Video:** Turnover, churn and retention analytics

**Video:** Internal Labor Market (ILM) analytics

**Activity:** How do analytics impact the workforce?

**Video:** Talent acquisition analytics

**Assessment: Are you ready to apply your HR analytics knowledge?**

# HR Analytics 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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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.

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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

## 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

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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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# 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

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## Choose the right number of learners for your company

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# 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

	USD	EUR
Premium   All templates and resources	4,000	3,700
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 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.

\*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!**



Included in a TAAP+ subscription!

### 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.

### What's included?

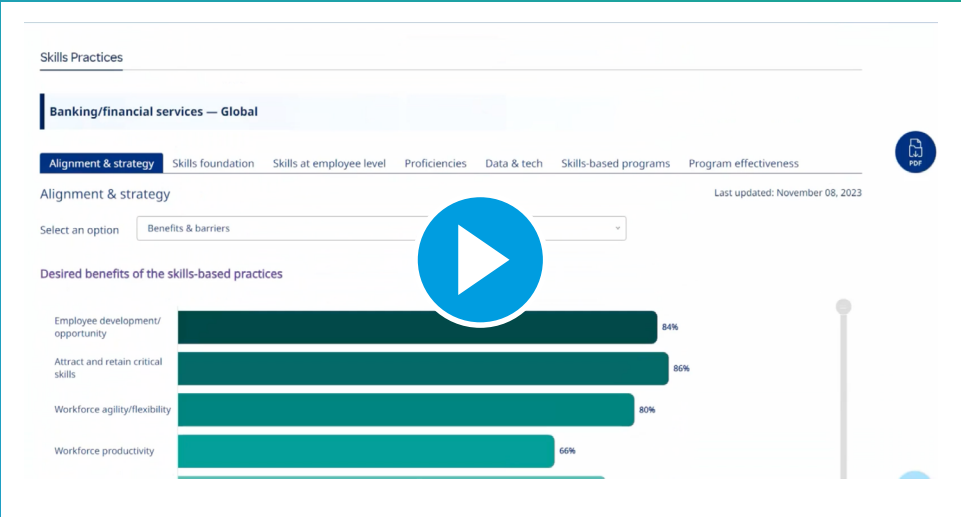
- Skills alignment and strategy
- Skills foundation and mapping
- Skills at employee level
- Skill proficiencies
- Using data and technology for monitoring skills
- Skills-based programs
- Effectiveness of skills-based programs

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# Take a closer look ...

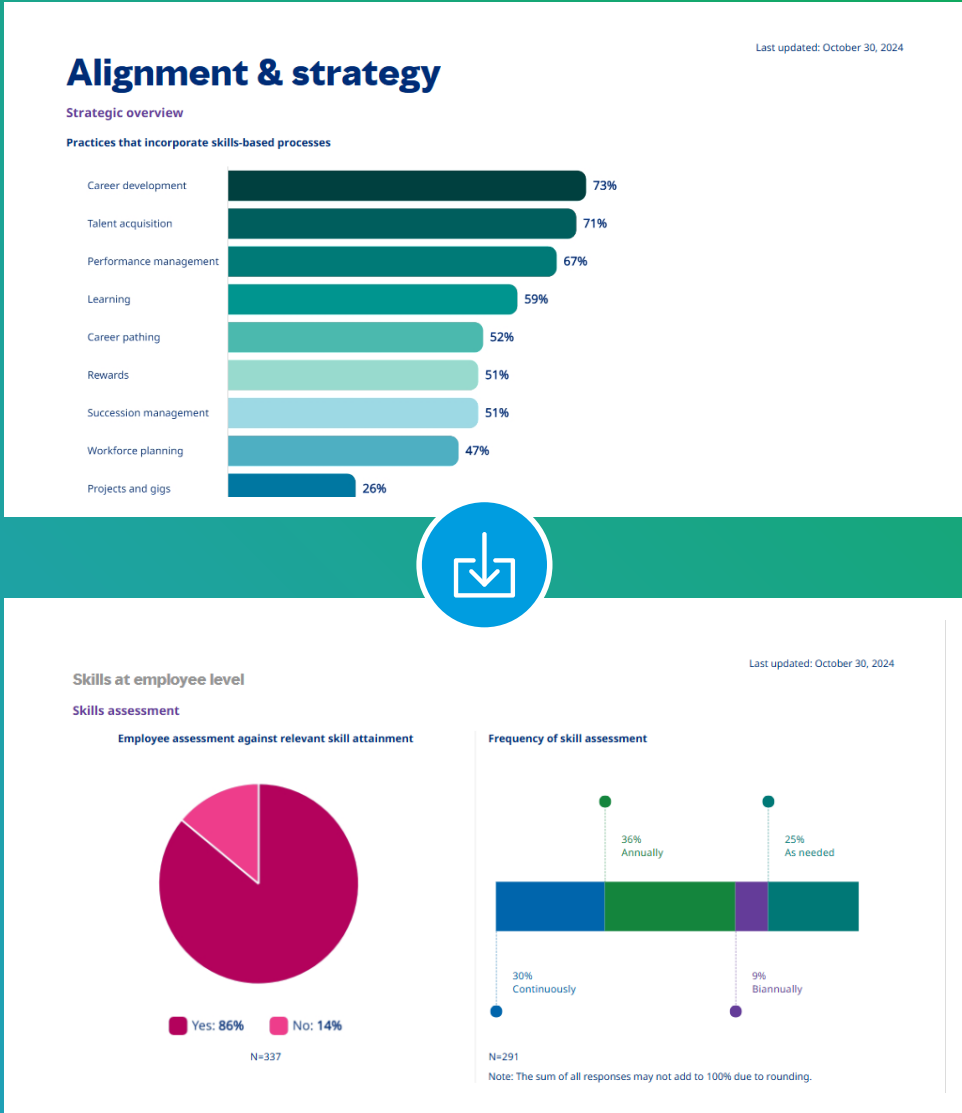
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## Sample of PDF download (not included in Lite)



# Skills Practices

2025 Release: October 29

## Online subscription

	USD	EUR
Premium   All markets	4,000	3,700
Lite   All markets	3,000	2,800
Lite   All markets   Single user	2,000	1,900
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 the Premium and Lite options include access for up to 5 users; additional users may be added for a fee (add single user).

A single user "Lite" option is available for those who require access for only one user. It can only be purchased via the [Mercer Shop](#).

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.

\*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.





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# TAAP Snapshot



## Supercharge your HR efficiency.

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**Register now** and begin to experience the potential of TAAP. Your journey towards enhanced efficiency starts here.

**Register  
Now**



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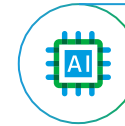
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## European reward strategy network

Join top rewards professionals from leading global and European companies for candid, confidential conversations focused on current challenges and potential solutions related to reward strategy.

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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**

Join top rewards professionals from leading companies for candid, confidential conversations focused on current challenges regarding executive rewards strategy for US leaders.

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## **HR technology forum**

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