

taap portfolio 2024

Knowledge is powerful. Time is limited.

welcome to brighter



2024 Publication calendar

January

- 10** Global Compensation Planning Online
- 17** Global Compensation Planning (Excel, PDF)
- 17** Global Pay Summary Online

February

- 14** Incentives Around the World Online
- 28** Salary Budget Snapshot (E1)

March

- 13** Global Compensation Drivers Online
- 13** Global Compensation Planning Online
- 20** Global Compensation Planning (Excel, PDF)

April

- 10** Workforce Movement Online

May

- 08** Transportation Costs Online
- 08** Transportation Policies Online
- 29** Salary Budget Snapshot (E2)

June

- 12** Global Compensation Planning Online
- 19** Global Compensation Planning (Excel, PDF)
- 19** Insured Benefits Online
- 26** Employee Engagement Benchmarking

December

- 04** Salary Budget Snapshot (E4)
- 11** Global Compensation Planning Online
- 18** Global Compensation Planning (Excel, PDF)

November

October

- 09** Workforce Movement Online
- 16** Skills Practices Online

September

- 04** Global Compensation Planning Online
- 11** Global Compensation Planning (Excel, PDF)
- 11** Leave Programs Online

August

- 28** Salary Budget Snapshot (E3)

July

Note: Worldwide Benefits & Employment Guidelines Online is updated throughout the year.

 Salary Budget Snapshot is exclusive to participants.

All dates are subject to change.

 Excel or PDF product  Online product

Available to all purchasers

2024 Calculator refresh schedule



January

-  Market pay benchmarking
-  HR country comparator
-  Labor market overview

February

-  Market pay differentials
-  Hot and cold jobs
-  Labor market overview

March

-  Work from home allowance calculator
-  Labor market overview




April

-  HR country comparator
-  Market pay benchmarking
-  Salary increase projections
-  Labor market overview

May

-  Skills demand by job family
-  Car allowance calculator
-  Perquisites and allowances
-  Labor market overview
-  Green car policies over the years


June

-  HR country comparator
-  Car cost comparator
-  Labor market overview

December

-  Labor market overview
-  Salary increase projections

November

-  Labor market overview

October

-  HR country comparator
-  Skills demand by job family
-  Labor market overview


September

-  Cost of living ranking
-  Total employment cost calculator
-  Labor market overview

August

-  Mobility cost of living trends
-  Labor market overview

July

-  Labor market overview

All dates are subject to change.

 Exclusive calculators  Exclusive dashboards

Available to TAAP+ subscribers

Table of contents

How TAAP+ can help you

TAAP+

TAAP into compensation

Compensation Drivers	12
Compensation Planning (GCPR)	15
Global Pay Summary	19
Incentives Around the World	22
Salary Budget Snapshot	26

TAAP into benefits

Benefit & Employment Guidelines (WBEG)	30
Leave Programs	33
Transportation Policies & Costs	36

TAAP into workforce

Employee Engagement Survey Toolkit	42
Skills Practices	45
Workforce Movement	47

TAAP into learning

Benefit Fundamentals	51
Compensation Fundamentals	54
Global Mobility Fundamentals	57
HR Policy Fundamentals	60
Job Evaluation & Leveling (IPE)	63

05



Additional offerings on TAAP

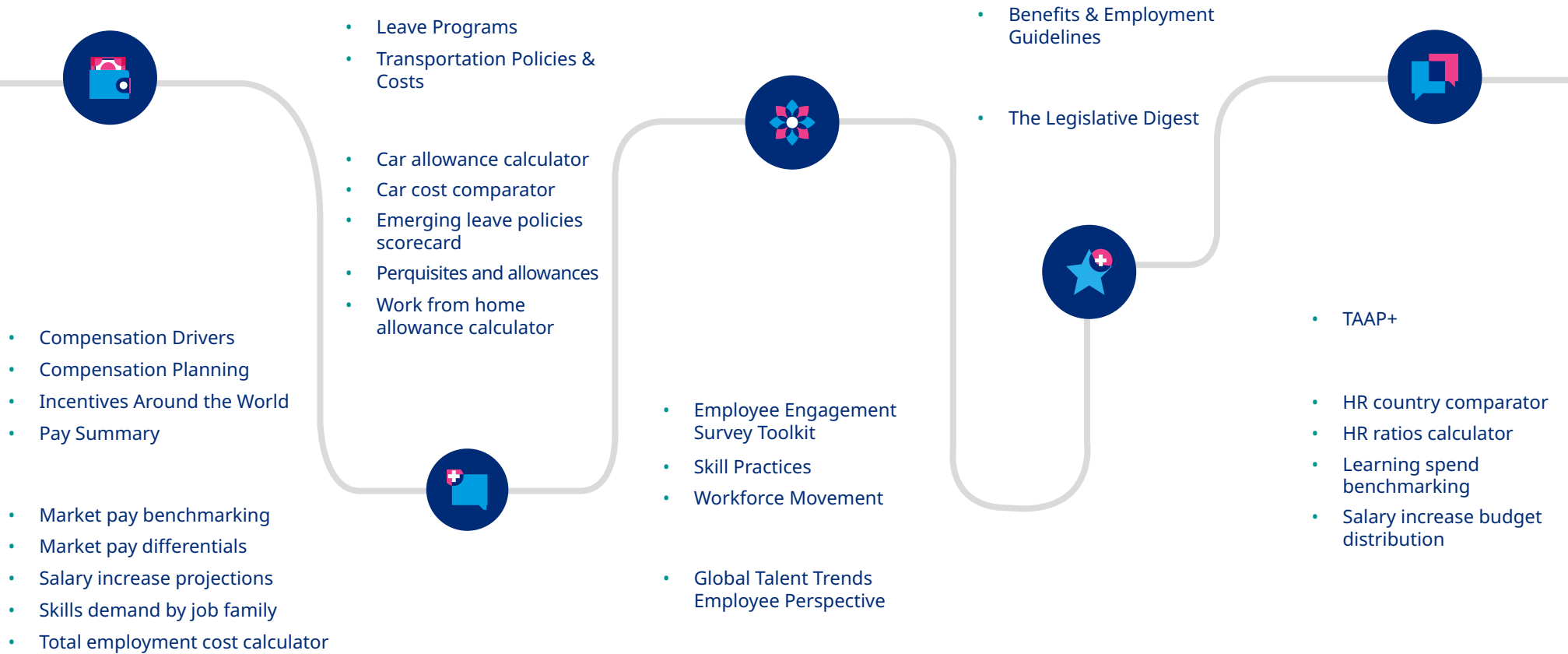
06

HR Tech Insights on TAAP	67
Mercer Networks	69

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

A TAAP+ subscription can help you:

 Click on the data or tools to learn more.



TAAP+

Our mission is to make your job easier by providing simple, fast and easy access to HR content from around the world. Whether you operate in only one country or you operate globally, TAAP+ has relevant information for you.

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



TAAP+ is a digital data and content subscription that includes access for an unlimited number of HR users in your organization!

With a TAAP+ subscription, you can TAAP into...

- HR data on compensation, benefits, policies and more.
- Articles, videos, infographics, checklists, quizzes covering a wide array of HR topics.
- Important legislative updates that help you stay compliant.
- Geography and industry-focused data reports and analysis.
- Customizable calculators and tools to evaluate existing policies and plan for the future.
- Downloadable Excel files to organize data in a way that best suits your needs.

All in one easy to use platform.

How will you use TAAP+?

To inform updates to your benefits package to compete for top-tier talent?

Or to learn how your policies compare to other businesses in your region?

The possibilities are endless.



Subscribe today and experience TAAP+ for yourself.

[Learn More](#)

[Watch Video](#)

[Schedule Demo](#)

TAAP into decision-making data.



Benchmarking pay summary

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 increases, 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.



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.



Turnover & workforce movement

Learn more about the overall employment landscape including key market indicators, turnover and hot skills.

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



Exploring the evolution of family and care leave

As an HR professional, you understand that family and care leave comes in diverse forms. Offering flexible leave types like grandparent leave and surrogacy leave can drive your organization's culture to be more inclusive, supportive and productive in the workplace.

Foster care leave

This type of leave is provided to employees undertaking the care of a child under a foster care arrangement, typically through a government or other official authority. These arrangements are often temporary.

Short report



When to use (and not to use) artificial intelligence at work

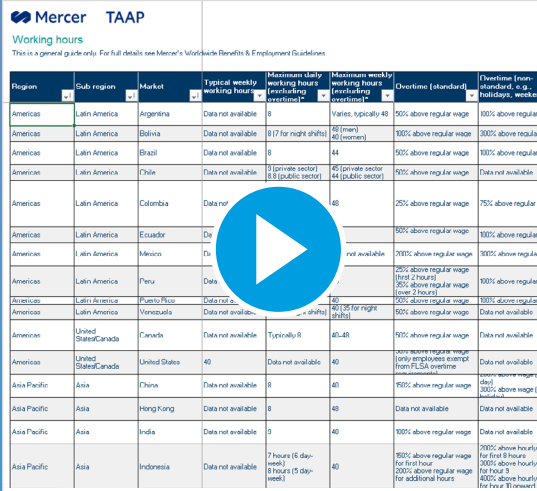
What HR tasks can AI perform? What requires a human touch? And how can you use AI to work more efficiently?

welcome to brighter

AI tasks
AI can automate certain HR tasks to save you time. Here are some examples of ways you can use AI to help with HR tasks:

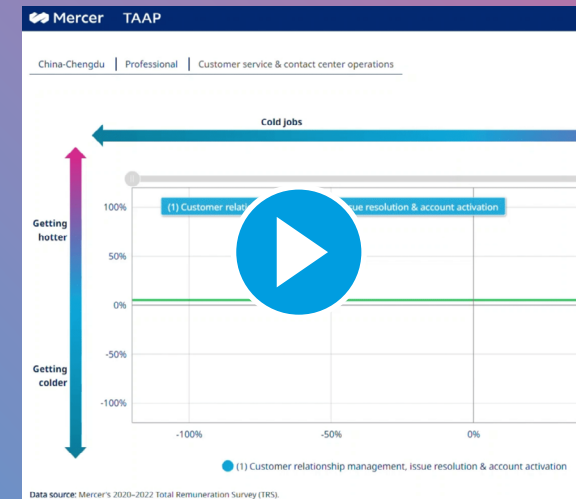
Human tasks
There are some HR functions that can only be performed appropriately by a human being. Here are a few examples:

Excel data



Region	Sub region	Market	Typical weekly working hours	Maximum daily working hours (excluding overtime)	Maximum weekly working hours (excluding overtime)	Overtime (standard)	Overtime (non-standard, e.g. holidays, weekends)
Americas	Latin America	Argentina	Data not available	8	Varies, typically 48	50% above regular wage	100% above regular wage
Americas	Latin America	Bolivia	Data not available	8 (7 for night shifts)	48 (non-48 business)	100% above regular wage	300% above regular wage
Americas	Latin America	Brazil	Data not available	8	44	50% above regular wage	100% above regular wage
Americas	Latin America	Chile	Data not available	8 (private sector) 8.5 (public sector)	45 (private sector) 44 (public sector)	50% above regular wage	Data not available
Americas	Latin America	Colombia	Data not available	8	48	25% above regular wage	75% above regular wage
Americas	Latin America	Ecuador	Data not available	8	48	50% above regular wage	80% above regular wage
Americas	Latin America	Mexico	Data not available	8	48	200% above regular wage	300% above regular wage
Americas	Latin America	Peru	Data not available	8	48	25% above regular wage (less 1 hour)	25% above regular wage (less 2 hours)
Americas	Latin America	Puerto Rico	Data not available	8	48	50% above regular wage	100% above regular wage
Americas	Latin America	Venezuela	Data not available	8 (7 for night shifts)	48 (48 for night shifts)	50% above regular wage	Data not available
Americas	United States/Canada	Canada	Data not available	Typically 8	45-48	50% above regular wage	Data not available
Americas	United States/Canada	United States	40	Data not available	40	non-FLSA require 100% above regular wage for first 8 hours; 150% above regular wage for additional hours	Data not available
Asia Pacific	Asia	China	Data not available	8	40	50% above regular wage	25% above wage (public sector)
Asia Pacific	Asia	Hong Kong	Data not available	8	48	Data not available	Data not available
Asia Pacific	Asia	India	Data not available	9	40	100% above regular wage	Data not available
Asia Pacific	Asia	Indonesia	Data not available	7 hours (6 days week) 8 hours (5 days week)	40	50% above regular wage for first 8 hours; 100% above regular wage for additional hours	200% above hourly wage for first 8 hours; 300% above hourly wage for first 8 hours; 400% above hourly wage for first 8 hours

Dashboard



TAAP into exclusive calculators and tools, designed to complement our data.

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 (74%) provide company car or leased car allowances to directors, general managers and managers. This includes both sales and non-sales employees.</p> <p>(Source: Mercer's Total Remuneration Survey, 2023)</p>	<p>Over half (52%) of companies offer car benefits to employees, typically as car loan management and above, with 10% providing a car for both business and private use.</p> <p>The typical benefit is a company leased vehicle or a car allowance. The median monthly lease fee is \$200 (professional sales staff, BEACOS management) and \$241 (non-executives).</p> <p>(Source: Mercer's Total Remuneration Survey, 2023)</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 leased vehicle or a car allowance. The median monthly lease fee is \$200 (professional sales staff, BEACOS management) and \$241 (non-executives).</p> <p>(Source: Mercer's Total Remuneration Survey, 2023)</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 allowance for employees.</p> <p>Note: This benefit has become significantly less prevalent in the context of COVID-19, with 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 provided, the costs may range between EUR50-100 per employee per month.</p>	<p>Nearly all companies provide lunch vouchers as career meals.</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		
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 %	1,200
<input checked="" type="checkbox"/> STI	20.0 %	90,250	<input type="checkbox"/> Disability	- %	-
<input type="checkbox"/> Sales incentives	27.3 %	123,500	<input type="checkbox"/> Accidental death & disability	- %	-
<input type="checkbox"/> LTI	22.8 %	102,200	<input type="checkbox"/> Medical	- %	-
<input type="checkbox"/> Other	- %	-	<input type="checkbox"/> Life	- %	-
Subtotal		55,681 AUD	Subtotal		6,482 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 leadership	Job position	Chief executive officer (CEO)
Market 1		Market 2	
Region	Americas	Region	Asia Pacific
Market	Argentina	Market	India
Annual base salary (USD)	125,314	Annual base salary (USD)	172,552
Differential above or below market 2	-27.5%	Differential above or below market 1	37.6%

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 checked="" type="checkbox"/> Responsibility office supplies			
<input checked="" type="checkbox"/> Laptop	1,411 USD	Monthly	Annually	Monthly	Annually
<input checked="" type="checkbox"/> Wireless headset and mouse	40.00	Printer black ink	1.51	70.50	846
<input checked="" type="checkbox"/> Power cord/ethernet connection for workstation	30.00	Printer color ink	2.70	145.00	1,740
<input type="checkbox"/> Cables	Please specify	Post-it notes	1.15	14.20	170.40
		Paper	1.47	10.38	124.56
		Phone	3.71	45.04	540.48
		Phone or folders	0.50	6.00	72.00
		Others	Please specify	5.50	66.00
Essential equipment total	AUD1,481.50	Supplies total	AUD126.52	Annually	AUD1,588.02
<input checked="" type="checkbox"/> Optional workstation equipment		<input checked="" type="checkbox"/> Monthly utilities			

TAAP+ includes a selection of core modules.

Core modules included in TAAP+



Benefits
Benefits Strategy
Health & Medical
Leave & Time Off
Mental Health
Perquisites
Retirement & Pensions



Compensation
Compensation Strategy
Economic Environment
Pay Equity & Transparency
Salary Increases & Budgets
Total Rewards
Variable Pay & Incentives



Learning
Compensation Handbook
HR Management Terms
HR Policy Fundamentals
International Benefits Management
Mobility Handbook



Workforce
Artificial Intelligence (AI)
Attraction, Retention & Turnover
Diversity, Equity & Inclusion
Engagement & Experience
Flexible Work Arrangements
Skills
Workforce Strategy & Transformation

Additional modules available



HR Tech
Core HCM
Digital Experience Enablement
HR Service Delivery
Platform Services & Generative AI
Talent & Skills
Workforce Insights
Workforce Management



Talent Mobility
Assignment Management
Culture, Experience & Wellbeing
Expatriate Benefits & Allowances
Expatriate Compensation
International Talent Strategy
Labor Market & Business Landscape
Operations Management



TAAP into
compensation

Compensation Drivers

Use your compensation budget wisely.

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



Not sure how these data might help your company? Watch this [short video](#) to find out more.

This is the perfect partner to:
Microlearning: Compensation Fundamentals!



Included in a TAAP+ subscription!

This product can help you...

- Easily identify when you need to pay more to attract or retain talent.
- Tailor your compensation strategy to the local market and differentiate your company.



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **market pay differentials calculator!**

What's included?

- Key drivers that drive pay
- Positive and negative pay differentials for key drivers

Key drivers included

- Career level
- Employee age
- Geographic region
- Geographic scope of responsibility
- Headquarter country location
- Industry
- Job family
- Job level
- Nationality

Note: Not all drivers are reported in every market.

[Buy Now](#)

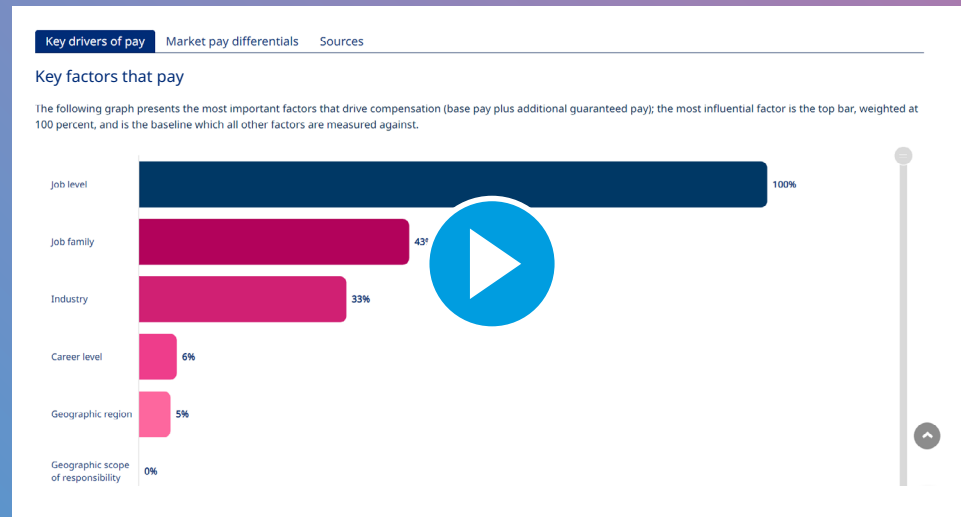
[Demo Video](#)

[Region Sample](#)

[Single Market Sample](#)

Take a closer look...

Global online



Region Excel

Global Compensation Drivers

Economic Indicators

Region	Sub region	Market	Year	GDP change	Inflation rate
Region 1	Sub region 1	Market 1	2020	7.5%	42.0%
Region 1	Sub region 1	Market 1	2021	7.5%	42.0%
Region 1	Sub region 1	Market 1	2022	2.2%	42.0%
Region 2	Sub region 2	Market 2	2020	7.5%	0.0%
Region 2	Sub region 2	Market 2	2021	5.0%	1.0%
Region 2	Sub region 2	Market 2	2022	4.0%	2.7%

Note:
Unemployment estimates and projections that are based on the World Employment and Social Outlook Trends are subject to a considerable publication of these estimates could differ.

Economic indicators | Key drivers that pay | Market pay differentials | Sources

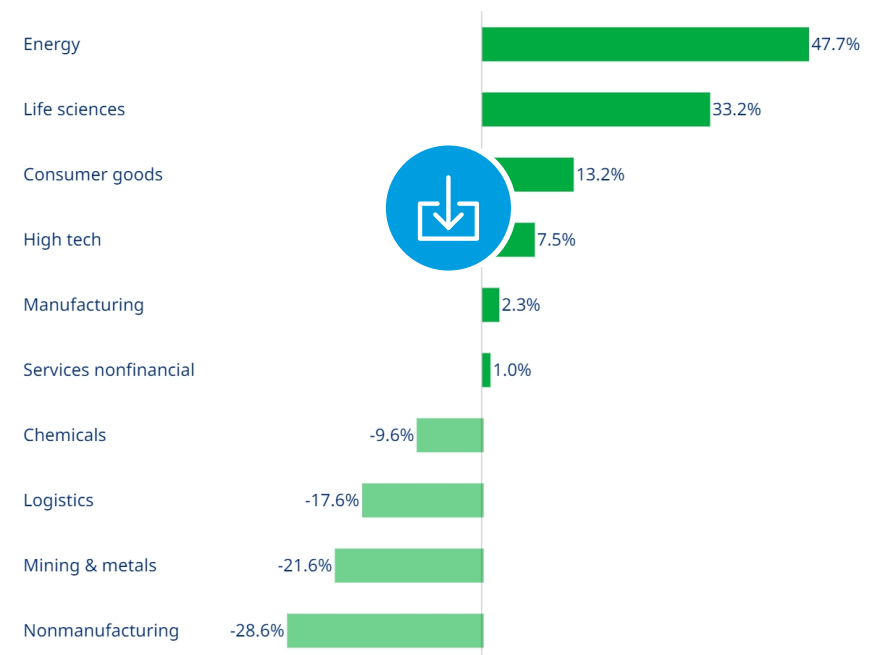
Single market PDF

Market pay differentials

Positive and negative pay differentials for key drivers

Industry

The following graph presents relative compensation differentials between industries, comparing each industry to the overall average pay in this country (market average). The market average is represented as the "zero" axis line. Each of the bars in the graph indicates whether the industry pays above or below the market average, assuming all other factors are equal. When evaluating pay, ensure you are noting the differential between each of the bars rather than the percentage vs. market average.



Compensation Drivers

2024 Release: March 13

Online pricing

	USD	EUR
Global online Up to 15 users	6,000	5,900
Global online Up to 5 users	3,700	3,600
Add single user	1,000	975

Get access for up to 15 users from as little as \$34 per user per month!*

Excel and PDF pricing

	USD	EUR
Region Excel	2,000	1,950
Single market PDF	1,000	975

Pricing note

Global online includes two options: Access for up to 15 users or access for up to 5 users; additional users may be added for a fee (add single user). Regions available: Americas; Asia Pacific; and Europe, Middle East & Africa. Selection of single market PDFs available in the [Mercer Shop](#); additional markets available on request.

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.

Global online orders sold via the [Mercer Shop](#) automatically renew every 12 months. Renewals will be invoiced on or around the renewal date each year. If you wish to cancel your auto renewal, notify us at least 30 days prior to your expiry date.

*Amount per user per month is for illustration purposes only. Global online options are invoiced annually at the listed prices and include up to 15 users or 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!



Bundle and save!

Looking for more than one TAAP data product? Visit the Mercer Shop to save.

[Up to 5 users](#)

[Up to 15 users](#)

Market coverage


A global online subscription includes 12 months' access to market-specific data for all available markets. Global online includes Excel and PDF downloads. Region Excel reports include access to market-specific data for all available markets within the selected region.

 GCPR is a flagship product!

Global Compensation Planning (GCPR)

Salary increase planning made easy.

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

 Online subscribers receive multiple updates per year.

This is the perfect partner to:
Global Pay Summary!

 **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.

TAAP+ bonus

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

What's included?

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

What's new in 2024?

Receive an extra update in 2024! GCPR will publish in January, March, June, September and December in 2024 only.

[Buy Now](#)

[Demo Video](#)

[Industry Demo Video](#)

[Region Sample](#)

[Single Market Sample](#)

Global Compensation Planning (GCPR)

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

Data topic	Jan 2024	Mar 2024	Jun 2024	Sep 2024	December 2024
Historical trends	✓	✓	✓	✓	✓
Economic indicators		Apr		Oct	
Salary practices				✓	
Salary increase budgets	✓	✓	✓	✓	✓
Promotional increases	✓				✓

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

Global online 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...

Global online



Single market PDF

Economic indicators

1 EUR = 1.06 USD
 1 USD = 0.95 EUR
 1 EUR = 1.00 EUR

	Gross domestic product change	Inflation rate	Unemployment rate
2021 Actual	1.4%	2.5%	3.7%
2022 Estimated	1.4%	2.5%	3.7%
2023 Forecast	1.4%	2.5%	3.7%

Note: Unemployment estimates and projections that are based on the World Employment and Social Outlook Trends are subject to a considerable degree of uncertainty due to COVID-19. Country data published after the date of the publication of these estimates could differ. Click [here](#) for more information on inflation.

Region Excel

Global Compensation Planning (GCP) Month | Sample

Economic Indicators

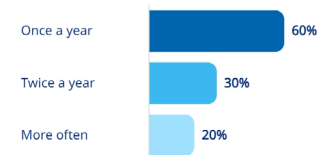
Region	Sub region	Market	Year	GDP change	GDP data status
Region 1	Sub Region 1	Market 1	2021	10.2%	Estimated
Region 1	Sub Region 1	Market 1	2022	4.0%	Estimated
Region 2	Sub Region 2	Market 1	2021	10.2%	Estimated
Region 2	Sub Region 2	Market 1	2022	4.0%	Estimated
Region 2	Sub Region 2	Market 1	2023	3.0%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

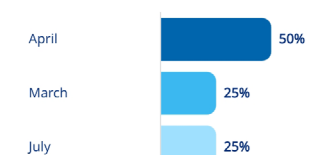
Salary practices

1 EUR = 1.06 USD
 1 USD = 0.95 EUR
 1 EUR = 1.00 EUR

Salary increase frequency



Most common salary increase effective month



Global Compensation Planning (GCPR)

2024 Releases: January 10, March 13, June 12, September 4, December 11

Online pricing

Get access for up to 15 users from as little as \$34 per user per month!*

	USD	EUR
Global online Up to 15 users	6,000	5,900
Global online Up to 5 users	3,700	3,600
Global online industry Up to 15 users	6,500	6,400
Global online industry Up to 5 users	4,200	4,100
Add single user	1,000	975

Excel and PDF pricing

	USD	EUR
Region Excel	2,000	1,950
Single market PDF	1,000	975

Pricing note

Global online includes two options: Access for up to 15 users or access for up to 5 users ; additional users may be added for a fee (add single user). Industries included in global online industry: Consumer Goods, Energy, Technology, Life Sciences and Manufacturing. Regions available: Americas; Asia Pacific; Europe; and Middle East & Africa. Selection of single market PDFs available in the [Mercer Shop](#); additional markets available on request.

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.

Global online orders sold via the [Mercer Shop](#) automatically renew every 12 months. Renewals will be invoiced on or around the renewal date each year. If you wish to cancel your auto renewal, notify us at least 30 days prior to your expiry date.

*Amount per user per month is for illustration purposes only. Global online options are invoiced annually at the listed prices and include up to 15 users or 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!



Bundle and save!

Looking for more than one TAAP data product? Visit the Mercer Shop to save.

[Up to 5 users](#)

[Up to 15 users](#)

Market coverage

A global online subscription includes 12 months' access to market-specific data for all available markets. Global online includes Excel and PDF downloads. Region Excel reports include access to market-specific data for all available markets within the selected region.

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

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

Global Pay Summary

Create a solid foundation for your pay structure.

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



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

This is the perfect partner to:
Compensation Drivers!



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 and USD
- Annual total cash compensation in local currency and USD



TAAP+ bonus

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

50 benchmark jobs organized by job family:

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

What's new in 2024?

Pay data will be reported in local currency, EUR and USD!

[Buy Now](#)

[Demo Video](#)

[Region Sample](#)

[Job Descriptions](#)

Take a closer look...

Global 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	262,211	295,999	295,999	369,260	423,281
Chief human resource officer (CHRO)	218,053	262,211	295,999	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

Region Excel

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	Finance & accounting leadership	Finance & accounting leadership
Region name	Sub region name	Market name 1	IT, telecom & internet leadership	IT, telecom & internet leadership
Region name	Sub region name	Market name 1	Human resources 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

SAMPLE

Salary data	Sources	Methodology	Worksheet
--------------------	---------	-------------	-----------

Global Pay Summary

2024 Release: January 17

Online pricing

	USD	EUR
Global online Up to 15 users	6,000	5,900
Global online Up to 5 users	3,700	3,600
Add single user	1,000	975

Get access for up to 15 users from as little as \$34 per user per month!*

Excel pricing

	USD	EUR
Region Excel	2,000	1,950

Pricing note

Global online includes two options: Access for up to 15 users or access for up to 5 users; additional users may be added for a fee (add single user). 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.

Global online orders sold via the [Mercer Shop](#) automatically renew every 12 months. Renewals will be invoiced on or around the renewal date each year. If you wish to cancel your auto renewal, notify us at least 30 days prior to your expiry date.

*Amount per user per month is for illustration purposes only. Global online options are invoiced annually at the listed prices and include up to 15 users or 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!



Bundle and save!

Looking for more than one TAAP data product? Visit the Mercer Shop to save.

[Up to 5 users](#)

[Up to 15 users](#)

Market coverage

A global online subscription includes 12 months' access to market-specific data for all available markets. Global online includes Excel and PDF downloads. Region Excel reports include access to market-specific data for all available markets within the selected region.

Incentives Around the World

Ensure your incentive programs are competitive.

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



The global online tool includes 12 months' access!

This is the perfect partner to:
Global Pay Summary!



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.



TAAP+ bonus

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

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)

What's new in 2024?

Incentives Around the World will publish one month early, in February 2024!

[Buy Now](#)

[Demo Video](#)

[Region Sample](#)

[Single Market Sample](#)

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...

Global online



Single market PDF



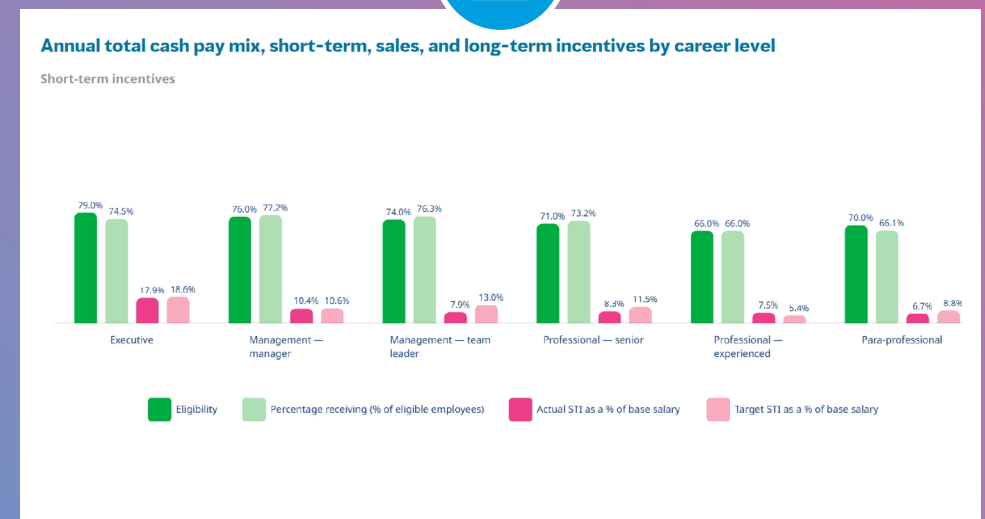
Region Excel

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

2024 Release: February 14

Online pricing

	USD	EUR
Global online Up to 15 users	6,000	5,900
Global online Up to 5 users	3,700	3,600
Add single user	1,000	975

Get access for up to 15 users from as little as \$34 per user per month!*

Excel and PDF pricing

	USD	EUR
Region Excel	2,000	1,950
Single market PDF	1,000	975

Pricing note

Global online includes two options: Access for up to 15 users or access for up to 5 users; additional users may be added for a fee (add single user). Regions available: Americas; Asia Pacific; and Europe, Middle East & Africa. Selection of single market PDFs available in the [Mercer Shop](#); additional markets available on request.

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.

Global online orders sold via the [Mercer Shop](#) automatically renew every 12 months. Renewals will be invoiced on or around the renewal date each year. If you wish to cancel your auto renewal, notify us at least 30 days prior to your expiry date.

*Amount per user per month is for illustration purposes only. Global online options are invoiced annually at the listed prices and include up to 15 users or 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!



Bundle and save!

Looking for more than one TAAP data product? Visit the Mercer Shop to save.

[Up to 5 users](#)

[Up to 15 users](#)

Market coverage

A global online subscription includes 12 months' access to market-specific data for all available markets. Global online includes Excel and PDF downloads. Region Excel reports include access to market-specific data for all available markets within the selected region.

Salary Budget Snapshot

Participate to get the latest salary increase budget data.

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!

This is the perfect partner to:
Global Compensation Planning!

What's included?

Edition 1 (E1) | Participate by February 2 | Results publish late February

- Salary increase budgets for 2024
- Turnover for 2023

Edition 2 (E2) | Participate by May 3 | Results publish late May

- Salary increase budgets for 2024 & 2025

Edition 3 (E3) | Participate by August 2 | Results publish late August

- Salary increase budgets for 2024 & 2025
- Mid-year voluntary turnover for 2024

Edition 4 (E4) | Participate by November 8 | Results publish early December

- Salary increase budgets for 2025
- Promotional increases

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

[Participate Now](#)

[Learn More](#)

Salary Budget Snapshot

	E1	E2	E3	E4
Policy framework*	✓	✓	✓	✓
Salary increase budgets for 2024	✓	✓	✓	
Salary increase budgets for 2025		✓	✓	✓
Turnover for 2023	✓			
Mid-year voluntary turnover for 2024			✓	
Promotional increases				✓

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

Take a closer look...

E1

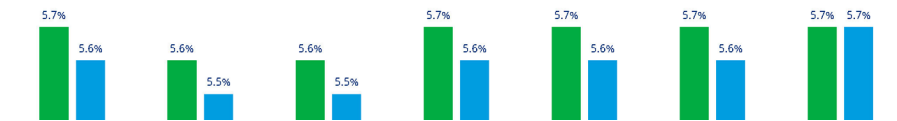
Salary increase budgets for current year

Salary increase budget overview

Total salary increase budget — median, excluding and including zeros



Merit salary increase budget — median, excluding and including zeros

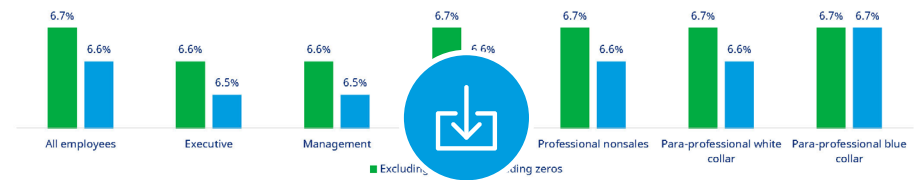


E2

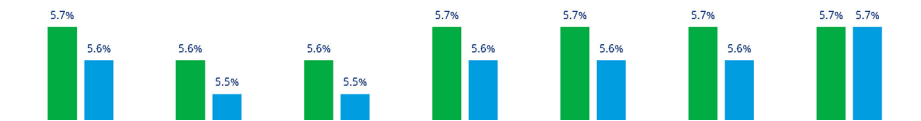
Salary increase budgets for current year

Salary increase budget overview

Total salary increase budget — median, excluding and including zeros



Merit salary increase budget — median, excluding and including zeros

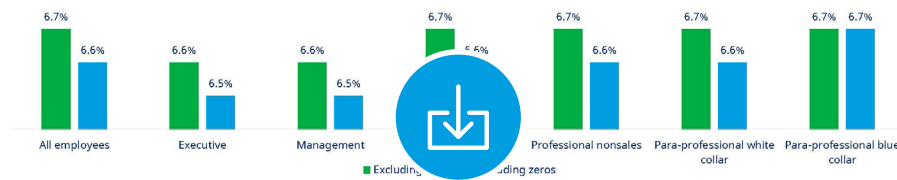


E3

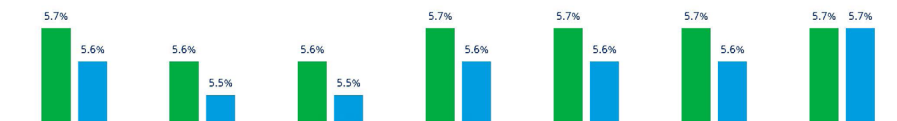
Salary increase budgets for next year

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
benefits



 WBEG is a flagship product!

Worldwide Benefit & Employment Guidelines (WBEG)

Stay ahead of ever-changing regulations.

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!

This is the perfect partner to:
Microlearning: Benefit Fundamentals!

 **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



TAAP+ bonus

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

Employment conditions

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

What's new in 2024?

New topics will be added in 2024!

- Diversity, equity and inclusion
- Generative AI
- Hybrid/flexible working
- Living wage
- Non-compete agreements

[Buy Now](#)

[Demo Video](#)

[PDF Report Sample](#)

Take a closer look...

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 pricing

	USD	EUR
Global online	16,000	15,500
Global online renewal	10,000	9,000
Region online	3,700	3,600
Single market online	1,500	1,450
Add single user	1,000	975

Pricing note

Online includes 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 global 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.

Global, region and single market online orders sold via the [Mercer Shop](#) automatically renew every 12 months. Renewals will be invoiced on or around the renewal date each year. If you wish to cancel your auto renewal, notify us at least 30 days prior to your expiry date.

Market coverage

All online subscriptions include 12 months' access to market-specific information, including PDF downloads. Global online 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.

Leave Programs

A competitive leave policy is a benefit to everyone.

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!

[Participate Now](#)

[Learn More](#)



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.



TAAP+ bonus

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

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

[Buy Now](#)

[Demo Video](#)

[Region Sample](#)

[Single Market Sample](#)

Take a closer look...

Global 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

Region Excel

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	Volunteer leave	85%	0%	0%
Region 1	Sub region 1	Market 1	Sabbaticals	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	Dependent care	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

Single market PDF

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

■ 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

2024 Release: September 18

Online pricing

	USD	EUR
Global online Up to 15 users	6,000	5,900
Global online Up to 5 users	3,700	3,600
Add single user	1,000	975

Get access for up to 15 users from as little as \$34 per user per month!*

Excel and PDF pricing

	USD	EUR
Region Excel	2,000	1,950
Single market PDF	1,000	975

Pricing note

Global online includes two options: Access for up to 15 users or access for up to 5 users; additional users may be added for a fee (add single user). Regions available: Americas; Asia Pacific; and Europe, Middle East & Africa. Selection of single market PDFs available in the [Mercer Shop](#); additional markets available on request.

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.

Global online orders sold via the [Mercer Shop](#) automatically renew every 12 months. Renewals will be invoiced on or around the renewal date each year. If you wish to cancel your auto renewal, notify us at least 30 days prior to your expiry date.

*Amount per user per month is for illustration purposes only. Global online options are invoiced annually at the listed prices and include up to 15 users or 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!



Bundle and save!

Looking for more than one TAAP data product? Visit the Mercer Shop to save.

[Up to 5 users](#)

[Up to 15 users](#)

Market coverage

A global online subscription includes 12 months' access to market-specific data for all available markets. Global online includes Excel and PDF downloads. Region Excel reports include access to market-specific data for all available markets within the selected region.

Transportation Policies & Costs

Manage your transportation benefits efficiently and effectively.

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



For the best value, choose the Transportation Policies & Costs online option!

This is the perfect partner to:
Microlearning: HR Policy Fundamentals!



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 Now](#)

[Learn More](#)



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**.

What's new in 2024?

- Information on vehicle categories will be available (where possible) for internal combustion, hybrid and electric engine types in the policy and cost products.
- The selection of vehicle models will be streamlined to ensure relevant market comparisons and consistent year-over-year data from 2024 onwards.

[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](#)

[Single Market Sample](#)



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

Note: "Additional information" available in global online and single market PDFs only; not included in the region Excel report.

[Demo Video](#)

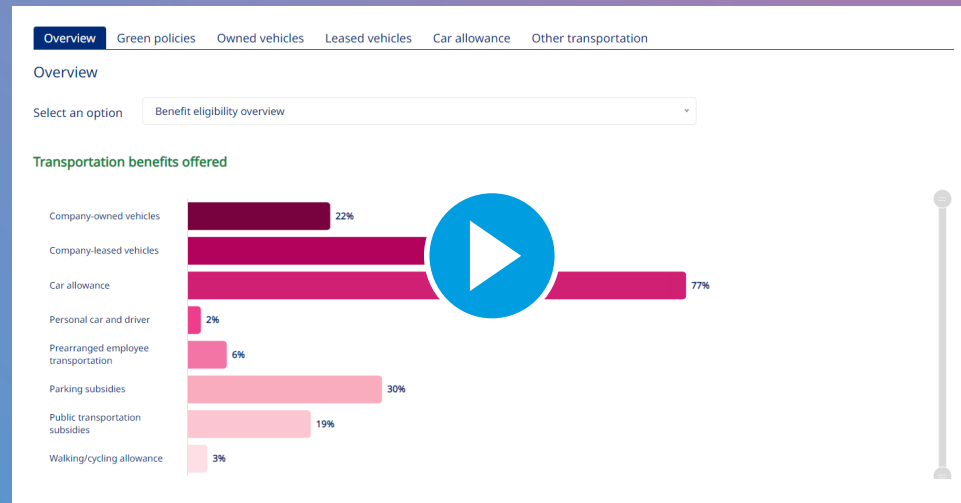
[Region Sample](#)

[Single Market Sample](#)

Take a closer look...

Transportation Policies

Global online



Single market PDF

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

Global 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

Single market PDF

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

2024 Release: May 8

Online pricing

Get access for up to 15 users from as little as \$34 per user per month!*

	USD	EUR
Policies & Costs Up to 15 users	8,000	7,900
Policies & Costs Up to 5 users	5,700	5,600
Costs only Up to 15 users	6,000	5,900
Costs only Up to 5 users	3,700	3,600
Policies only Up to 15 users	6,000	5,900
Policies only Up to 5 users	3,700	3,600
Add single user	1,000	975

Pricing note

Global online options include: Access for up to 15 users or 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. Renewals will be invoiced on or around the renewal date each year. If you wish to cancel your auto renewal, notify us at least 30 days prior to your expiry date.

*Amount per user per month is for illustration purposes only. Global online options are invoiced annually at the listed prices and include up to 15 users or 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!



Bundle and save!

Looking for more than one TAAP data product? Visit the Mercer Shop to save.

[Up to 5 users](#)

[Up to 15 users](#)

Market coverage

A global online subscription includes 12 months' access to market-specific data for all available markets.

Transportation Policies Online includes PDF downloads. Transportation Costs Online includes Excel and PDF downloads.

Transportation Policies & Costs

Excel and PDF pricing

	USD	EUR
Region Excel (Costs)	2,000	1,950
Single market PDF (Costs)	1,000	975
Single market PDF (Policies)	1,000	975

Pricing note

Regions available for Transportation Costs: Americas; Asia Pacific; and Europe, Middle East & Africa. Selection of single market PDFs available in the [Mercer Shop](#); additional markets available on request.

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

Transportation Costs region Excel reports include access to market-specific data for all available markets within the selected region.

TAAP into **workforce**



Employee Engagement Survey Toolkit

The employee perspective is a strategic imperative.

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



Already familiar with the survey process? The benchmarking report should meet your needs.

This is the perfect partner to:
Flexible Working Policies & Practices!



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



TAAP+ bonus

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

Benchmarking Excel

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

What's new in 2024?

This product is moving to an online format which will include access to an interactive benchmarking tool.

[Buy Now](#)

[Sample Report](#)

Take a closer look...

Benchmarking report

Employee Engagement Survey Toolkit | Benchmarking report

Contents

Content	Description
Definitions	A selection of general terms used in this workbook, including the dimensions (categories) included in the global norms.
Global norms	Benchmarking data that allows you to compare your company against a set of standards defined based on surveys conducted by a selection of key Mercer clients.
Worksheet	Use this unprotected worksheet to perform your own calculations.

You may find the employee engagement survey **question library** and **best practices** helpful, especially when benchmarking against the global norms. The question library will also help you compare your survey results and identify actions to correct issues that are uncovered through the feedback you receive.

[Download Library](#)

This is the 2022 edition of the Employee Engagement Survey Toolkit | Benchmarking report. This report is updated annually; the next edition will be available in June 2023.

[Contents](#) | [Definitions](#) | [Global Norms](#) | [Worksheet](#)

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

Designing a questionnaire

Designing a survey is about more than simply compiling a set of questions you'd like to ask your employees. There are several core text-based elements that should be taken into consideration:

- Include welcome or introduction text to help to set the tone and emphasize the importance of each and every employee's participation.
- Reassure your employees that their data will remain confidential at all times. Confidentiality — and communication regarding confidentiality — is paramount for a successful employee survey program. From the start, communications must emphasize the confidential nature of the survey and transparently communicate how information will be handled.
- Share a set of definitions to help create a common understanding among all participating employees and improve the accuracy of the responses you receive.
- If you operate across geographies where more than one language is common, consider whether you want to offer your survey in local languages too.

Along with your core text and your survey questions, you'll want to think about how you'd like to report out the results of this survey. If you're using the "identified" method of collection, does your HRIS contain all the demographics you'd like to be able to cut the data by? If not, you may want to include demographic questions in your survey. Similarly, if you're conducting an "unidentified" survey and would like to cut the data by department, or another factor, make sure you include the applicable questions in your survey.

Click blue items to download.

Section contents

- Core text and language considerations
- Organizing the output of your engagement survey
- Checklist: Building an effective annual engagement survey**
- Q&A: Gathering employee feedback using a pulse survey
- Excel: Sample surveys and questions to get you started**
- Choosing the right type of engagement survey based on your output needs

Toolkit

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

Getting started

Develop your engagement survey strategy

There are various ways in which employee engagement can improve performance — from encouraging innovation to improved efficiency, and reduced employee turnover.

Many organizations conduct an engagement survey, some pulse surveys, as well as onboarding and exit surveys. The best programs will analyze these data together to create a model of the employee life cycle, and help to address a number of questions. What is it that sets your organization apart from others? What drives turnover? How are you treating your high potentials? What engagement profile provides the best model to better business outcomes?

Turning feedback into actionable change can have a big impact on your bottom line:

- More engaged employees means better customer service and greater customer satisfaction. This resulted in an additional 28 million dollars in revenue for one company. Because happy customers spend more money!

Efficiency was improved at a steel mill, thanks to the results of an engagement survey. Employees reported that they were more engaged, and this led to improved efficiency and reduced employee turnover.

Here are a few considerations when developing an engagement survey:

- What are our goals?
- Who will be our executive survey sponsor?
- Should we gather stakeholder feedback as part of the planning process?
- How many employees will participate?
- Which type of survey is right for our organization?
- What frequency of data gathering is right for our organization?
- How do we ensure our survey is successful?

Click blue items to download.

Section contents

- Q&A: Best practice for developing an engagement survey
- Learn: 6 guiding principles of an annual engagement survey
- Learn: 5 fundamentals of conducting key stakeholder interviews
- Learn: 5 fundamentals of conducting a focus group
- Advantages and disadvantages to using sample or census data for engagement surveys
- Unidentified (anonymous) vs. identified (confidential) engagement surveys
- Advantages and disadvantages of conducting an identified (confidential) engagement survey
- Learn: 3 best practices for using personal identifiers in an engagement survey
- Checklist: Key features of successful engagement**

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

Conducting the survey

Once your survey is designed and programmed, you can prepare to launch the survey and begin participation. A core element of this is related to communication — but communication should begin before your survey does. You'll want to let your employees know that the survey is coming and explain why it's important for them to complete. Its critical they know that their responses will be kept confidential, and that their responses will help to guide actions that will improve the business and their experiences at your company.

Along with your employees, ensure you're communicating across all levels of your organization. For example, managers can be critical to the success of your survey. Their direct involvement and encouragement of team members will help to garner strong participation across the whole business.

Beyond the various email campaigns and communications, consider other methods for promoting the survey and encouraging participation too. Such as competitions across lines of business that offer a prize for the highest participation rate.

Read this section to develop an understanding of the various considerations when conducting your employee engagement survey. Click the blue links on the right to download individual reference materials. Use the tabs at the top of each page to navigate to the different report sections.

Click blue items to download.

Section contents

- Prepare and send emails
- Email: Invitation to all employees
- Email: Participation reminder to all employees
- Email: Thank you for participating
- Email: Next steps
- Checklist: Engagement survey communication needs by stakeholder**
- Tips for promoting participation
- Learn: 6 guidelines for conducting an online engagement survey

Employee Engagement Survey Toolkit

2024 Release: June 26

Excel and PDF pricing

	USD	EUR
Toolkit + benchmarking report	4,000	3,900
Toolkit only	2,500	2,450
Benchmarking report only	2,500	2,450

Online pricing | Available June 2024

	USD	EUR
Global online Up to 15 users	6,000	5,900
Global online Up to 5 users	3,700	3,600
Add single user	1,000	975

Pricing note

The toolkit report is not updated annually as content does not change; it requires a one-time purchase only. The benchmarking report is updated each year with the latest global data.

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.

Global online orders sold via the [Mercer Shop](#) automatically renew every 12 months. Renewals will be invoiced on or around the renewal date each year. If you wish to cancel your auto renewal, notify us at least 30 days prior to your expiry date.

Market coverage

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

Skills Practices

Create an effective skills-based framework.

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



The global online tool includes 12 months' to all available data cuts!!

This is the perfect partner to:
Workforce Movement



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.



TAAP+ bonus

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

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

[Buy Now](#)

[Demo Video](#)

[Sample Report](#)

Skills Practices

2024 Release: October 16

Online pricing

	USD	EUR
Global online Up to 15 users	6,000	5,900
Global online Up to 5 users	3,700	3,600
Add single user	1,000	975

Get access for up to 15 users from as little as \$34 per user per month!*

PDF pricing

	USD	EUR
Single market PDF	1,000	975

Pricing note

Global online includes two options: Access for up to 15 users or access for up to 5 users; additional users may be added for a fee (add single user). Selection of single market PDFs available in 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.

Global online orders sold via the [Mercer Shop](#) automatically renew every 12 months. Renewals will be invoiced on or around the renewal date each year. If you wish to cancel your auto renewal, notify us at least 30 days prior to your expiry date.

*Amount per user per month is for illustration purposes only. Global online options are invoiced annually at the listed prices and include up to 15 users or up to 5 users. They are not available at a cost per user per month rate.



Bundle and save!

Looking for more than one TAAP data product? Visit the Mercer Shop to save.

[Up to 5 users](#)

[Up to 15 users](#)

Market coverage

A global online subscription includes 12 months' access to market- and industry-specific data for all available markets. Global online includes PDF downloads.

Workforce Movement

Take a proactive approach to managing your workforce in a competitive job market.

Monitor employee movement trends in, out, and within companies around the world with data on turnover, workforce changes, hot skills and more.



Get access to the previous year's voluntary and involuntary turnover rates in April!

This is the perfect partner to:
Global Compensation Planning!



Included in a TAAP+ subscription!

This product can help you...

- Understand the actions other companies are taking to recruit and retain top talent to help your company stay competitive.
- Learn more about the overall employment landscape and the pool of talent available to recruit.

What's included?

Market indicators

- Economic and labor market indicators
- Employee tenure

Turnover and workforce changes

- Voluntary, involuntary, total turnover¹
- Hiring intentions, expected change in turnover
- Percentage of employees promoted



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **hot and cold jobs dashboard!**

Hot skills, attraction, retention

- Jobs and skills in demand²
- Skills with highest pay premiums²
- Service awards

Severance³

- Statutory requirements for individual termination

¹Overall market only; no career level or industry data.

²Available in select markets.

³Available in global online and single market PDFs only; not included in region Excel report.

[Buy Now](#)

[Demo Video](#)

[Region Sample](#)

[Single Market Sample](#)

Take a closer look...

Global online

Market indicators Turnover Workforce changes Hot skills Attraction & retention Severance Sources

Market indicators

Select an option Economic & labor market

Economic market indicators

	Gross domestic product change	Inflation rate	Unemployment rate
2021 Actual	4.2%	3.4%	7.4%
2022 Estimated	3.1%	6.9%	5.3%
2023 Forecast	1.5%	4.2%	5.9%

Labor market indicators

	Population size in thousands	Gender ratio: % male	Gender ratio: % female
Total population, 2021	38,068	49.6%	50.4%
Working age range population (15+), 2021	32,072	49.4%	50.6%
Economically active population (15+), 2021	20,915	52.8%	47.2%

Single market PDF

Market indicators

Economic market indicators

	Gross domestic product change	Inflation rate	Unemployment rate
2020 Actual	-6.4%	3.3%	29.2%
2021 Actual	4.9%	4.5%	34.2%
2022 Estimated	1.9%	5.7%	35.2%

Labor market indicators

	Population size in thousands	Gender ratio: % male	Gender ratio: % female
Total population, 2021	-8.8%	5.0%	4.0%
Working age range population (15+)	0.9%	1.3%	2.7%
Economically active population (15+)	6.6%	3.5%	4.1%

Region Excel

Workforce Movement | Global

Market indicators

Region	Sub region	Market	Category	Topic
Region 1	Sub region 1	Market 1	Economic indicators	Gross domestic product change
Region 1	Sub region 1	Market 1	Economic indicators	Inflation rate
Region 1	Sub region 1	Market 1	Economic indicators	Inflation rate
Region 1	Sub region 1	Market 1	Economic indicators	Inflation rate
Region 1	Sub region 1	Market 1	Economic indicators	Unemployment rate
Region 1	Sub region 1	Market 1	Economic indicators	Unemployment rate
Region 1	Sub region 1	Market 1	Economic indicators	Unemployment rate
Region 1	Sub region 1	Market 1	Labor market indicators	Total population, (in 1,000's)
Region 1	Sub region 1	Market 1	Labor market indicators	Total population
Region 1	Sub region 1	Market 1	Labor market indicators	Total population
Region 1	Sub region 1	Market 1	Labor market indicators	Working age population (15+), (in
Market indicators			Employee tenure	Expatriate and local employees

Turnover

Calendar year turnover

Full year 2021	P25	P50	P75	Average	N=
Voluntary turnover	3.2%	5.0%	8.1%	4.8%	126
Involuntary turnover	3.2%	4.0%	6.0%	4.2%	126
Total turnover	5.4%	9.0%	14.1%	9.0%	126

Full year 2020	P25	P50	P75	Average	N=
Voluntary turnover	2.3%	6.0%	7.3%	5.0%	126
Involuntary turnover	2.6%	4.0%	8.1%	5.0%	126
Total turnover	4.9%	10.0%	15.4%	10.0%	126

Full year 2019	P25	P50	P75	Average	N=
Voluntary turnover	2.3%	6.0%	7.3%	5.0%	126
Involuntary turnover	-	-	-	-	-
Total turnover	-	-	-	-	-

Workforce Movement

2024 Releases: April 10, October 9

Online pricing

	USD	EUR
Global online Up to 15 users	6,000	5,900
Global online Up to 5 users	3,700	3,600
Add single user	1,000	975

Get access for up to 15 users from as little as \$34 per user per month!*

Excel and PDF pricing

	USD	EUR
Region Excel	2,000	1,950
Single market PDF	1,000	975

Pricing note

Global online includes two options: Access for up to 15 users or access for up to 5 users; additional users may be added for a fee (add single user). Regions available: Americas; Asia Pacific; Europe, Middle East & Africa. Selection of single market PDFs available in the [Mercer Shop](#); additional markets available on request.

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.

Global online orders sold via the [Mercer Shop](#) automatically renew every 12 months. Renewals will be invoiced on or around the renewal date each year. If you wish to cancel your auto renewal, notify us at least 30 days prior to your expiry date.

*Amount per user per month is for illustration purposes only. Global online options are invoiced annually at the listed prices and include up to 15 users or 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!



Bundle and save!

Looking for more than one TAAP data product? Visit the Mercer Shop to save.

[Up to 5 users](#)

[Up to 15 users](#)

Market coverage

A global online subscription includes 12 months' access to market-specific data for all available markets. Global online includes Excel and PDF downloads. Region Excel reports include access to market-specific data for all available markets within the selected region.

TAAP into
learning



 A microlearning course!

Benefit Fundamentals

Your guide to building knowledge on employee benefits.

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.

This is the perfect partner to:
Worldwide Benefit & Employment Guidelines!

 **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.

TAAP+ bonus

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

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](#)

[Sample Video](#)

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 pricing

	USD	EUR
HR function Unlimited learners	4,200	4,100
HR team Up to 5 learners	2,000	1,950

Pricing note

The 'HR function' option includes an unlimited number of HR learners for a 12-month subscription. The 'HR team' option includes access for up to 5 learners for a 12-month subscription.

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

Your guide to compensation basics for your HR team.

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.

 **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.

TAAP+ bonus

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

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.

[Buy Now](#)

[Demo Video](#)

[Sample Video](#)

Compensation 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: 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 pricing

	USD	EUR
HR function Unlimited learners	4,200	4,100
HR team Up to 5 learners	2,000	1,950

Pricing note

The 'HR function' option includes an unlimited number of HR learners for a 12-month subscription. The 'HR team' option includes access for up to 5 learners for a 12-month subscription.

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!

Global Mobility Fundamentals

Your guide to navigating and understanding global mobility.

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.



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.



TAAP+ bonus

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

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.

Coming soon!

[Sample Video](#)

Global Mobility 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: 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 pricing

	USD	EUR
HR function Unlimited learners	4,200	4,100
HR team Up to 5 learners	2,000	1,950

Pricing note

The 'HR function' option includes an unlimited number of HR learners for a 12-month subscription. The 'HR team' option includes access for up to 5 learners for a 12-month subscription.

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

Your guide to designing effective HR policies.

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.

This is the perfect partner to:
Leave Programs!

 **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.



TAAP+ bonus

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

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](#)

[Sample Video](#)

HR Policy 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: 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 pricing

	USD	EUR
HR function Unlimited learners	4,200	4,100
HR team Up to 5 learners	2,000	1,950

Pricing note

The 'HR function' option includes an unlimited number of HR learners for a 12-month subscription. The 'HR team' option includes access for up to 5 learners for a 12-month subscription.

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!

Job Evaluation & Leveling (IPE)

Your guide to Mercer's International Position Evaluation (IPE) methodology.

Learn how to apply 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.



Included in a TAAP+ subscription!

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.'



TAAP+ bonus

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

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

Contact us if you would like to receive more information on Mercer's IPE tool.

[Buy Now](#)

[Demo Video](#)

[Sample Video](#)

Job Evaluation & Leveling (IPE)

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: 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 pricing

	USD	EUR
HR function Unlimited learners 12 months	4,200	4,100
HR team up to 5 learners 12 months	2,000	1,950
Up to 3 learners 60 days	700	685

Pricing note

The 'HR function' option includes an unlimited number of HR learners for a 12-month subscription. The 'HR team' option includes access for up to 5 learners for a 12-month subscription. The 'Up to 3 learners' option includes access for up to 3 users for a 60-day subscription.

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.



Additional offerings
on TAAP

HR Tech Insights on TAAP

Actionable insights and up-to-date thought leadership by subject matter experts to support your digital HR strategy, selection, deployment and adoption journey.

Fuel your journey to digital.



HR Tech Insights on TAAP is a digital content subscription that includes access for an unlimited number of HR users in your organization!

With HR Tech Insights on TAAP, you can...

- Make sense of the today's HR tech market landscape.
- Stay ahead of HR tech trends and make sense of what's real amidst the noise.
- Develop an HR tech strategy that works.
- Create a more digital employee experience.
- Successfully steer your HR tech deployment process.
- Ready your organization for new tech and sustain the change.

All in one easy-to-use platform.

How will you use HR Tech Insights on TAAP?

To create and maintain your HR and workforce technology strategy?

To select new solutions and prepare for deployment of new digital HR capabilities?

To successfully deploy new HR and workforce technologies and digital HR capabilities?

To drive more value from your existing HR and workforce technology investments?



Subscribe today!

Buy Now

Watch Video

Schedule Demo



Have questions?
Contact us.

TAAP into actionable HR Tech insights.



Quick Read (e.g., market briefs, Q&As, short reports)



Indepth Read (e.g., guidebooks, product overviews)



Evaluate & Measure (e.g., toolkits, checklists)



Interact & Analyze (e.g., calculators)



Customize (e.g., PowerPoint templates, persona templates)

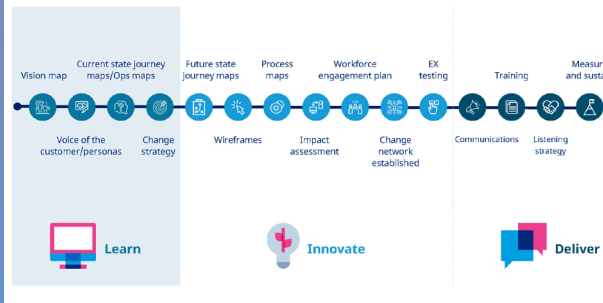


Watch & Learn (e.g., webinar recordings)

Guidebook

Set the foundation

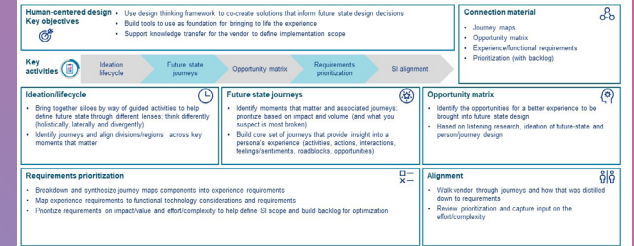
The change strategy sets the foundation for bringing your digital transformation to life. This guide is intended to help with the first part of your journey — the Learn phase. It will help you craft your change strategy, which sets the foundation for bringing your digital transformation to life.



PowerPoint template

Process activities breakdown

Ensure our experiences are frictionless and compelling and that our workforce is empowered through digital direct access.



Market brief

Lever's Automation Hub gives recruiters and hiring managers time back by automating their repetitive tasks, so they can spend more time with qualified candidates.

Key features

- Lever ICM™ provides recruiters and hiring managers with visual insights to help them easily see key metrics including time-to-hire and drop-off within the recruiting stages. Details behind these metrics can be explored by clicking on the data visualizations.
- Lever's Smart Recommendations engine automatically ranks existing candidates and offers candidate recommendations based on candidate criteria, such as average feedback scores, prior opportunities they were tied to and why they were originally dispositioned.
- Lever's Automation Hub offers configurable building blocks to help recruiters and hiring managers create more efficiency by automating repetitive tasks, such as dispositioning candidates based on qualification criteria, adding candidates to specific pipelines and kicking off engagement and nurture campaigns.
- Lever's most recent advancement in the platform is their text messaging capabilities, which allow recruiters and hiring managers to engage with candidates via text messages as they move through the pipeline. Text messages can be configured with placeholder tags such as name or job and scheduled, with the option to send from others in the organization. Text messages can also include attachments, allowing for easier engagement with candidates through their mobile devices.
- With integrations into 320 different systems, Lever allows organizations to create the ecosystem they need to support their unique recruiting efforts.

Toolkit

Change enablement toolkit

Change enablement toolkit

How to use this toolkit

You can think of this toolkit as your introductory guide to support transformation across your organization. The toolkit is intended to be used as a framework to introduce change by providing easy-to-use tools that help shape transformational initiatives.

Leverage the tool icon

Throughout this toolkit, there are several editable tools and templates that are intended to be leveraged as starting points for you to take and build on during your change journey. Click the download button at the start of each section to download all tools in an editable PowerPoint template.

Goals

- 1 Introduce how you can create a consistent approach to change enablement across your organization.
- 2 Give you the essential tools necessary to design high-impact, high-quality transformational efforts that create lasting adoption and employee satisfaction.
- 3 Lay a solid foundation for change enablement.

Please note: This is not intended to be a comprehensive guide to managing change but rather the foundational tools to get you started on your journey.

Empowering companies through greater connections.

Join a network for the opportunity to collaborate.



Canadian consumer goods HR strategy network

Join Canada's premier executive network for top HR leaders from prominent consumer goods companies to candidly and confidentially share experiences and discuss strategies for success.

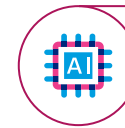
[Learn More](#)



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.

[Learn More](#)



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.

[Learn More](#)



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.

[Learn More](#)



HR technology forum

Join our exclusive forum for candid peer conversations and learning opportunities from subject matter experts who are the leaders in digital strategy, transformation, HR technology, vendor selection and generative AI.

[Learn More](#)



Mercer

welcome to brighter