



Talent All Access®

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:
Global Pay Summary!

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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.

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.

[Buy Now](#)

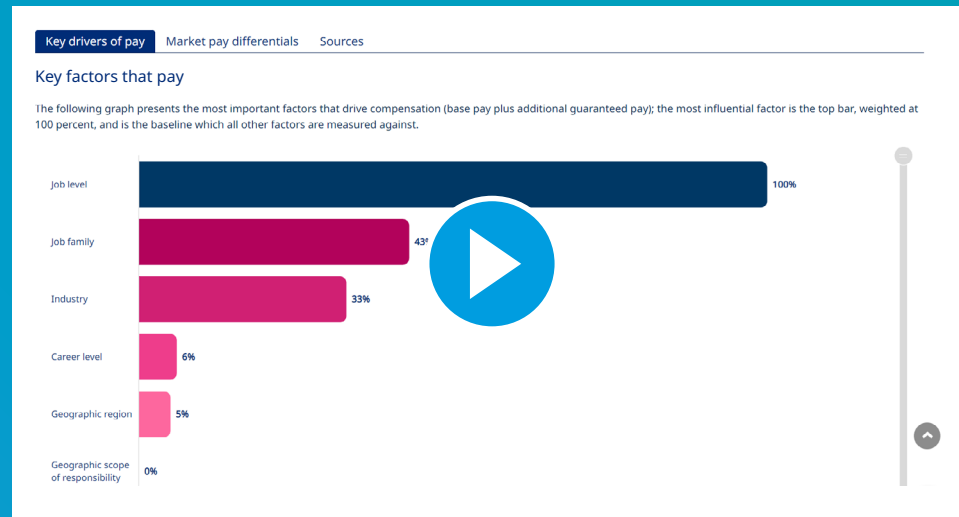
[Demo Video](#)

[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	7.8%	42.0%
Region 1	Sub region 1	Market 1	2022	2.2%	42.0%
Region 2	Sub region 2	Market 2	2020	7.8%	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

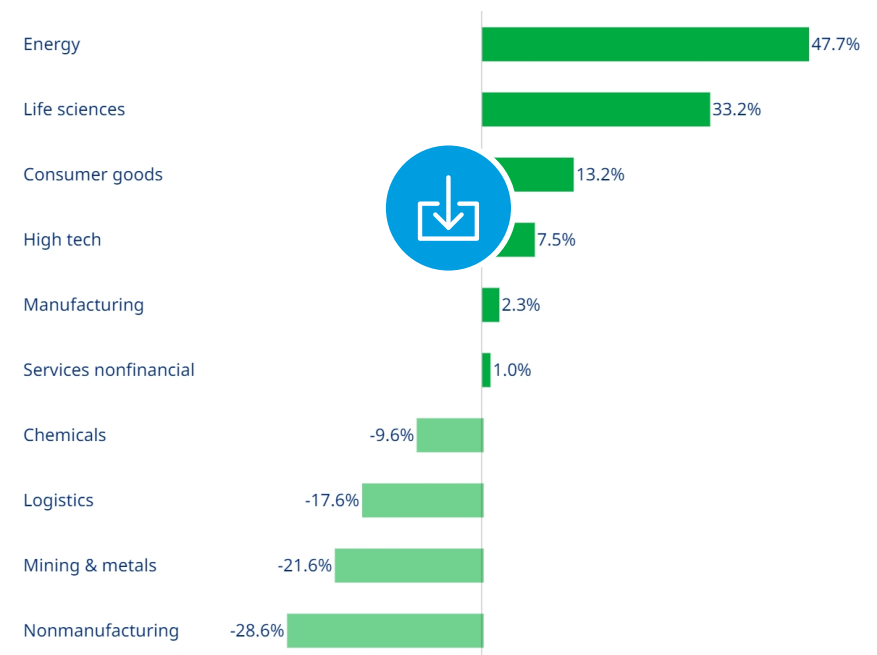
Single market PDF

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

Current release: February 2023 | Next release: February 2024

Online pricing

	USD	EUR
Global online	3,500	3,000
Add single user	600	500

Current release pricing

	USD	EUR
Region Excel	2,000	1,800
Single market PDF	800	700

Pricing note

Online includes 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.
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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 version can be viewed in English, French and Spanish!

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.