

Sample

# Transportation Costs

# Start putting more time back into your day.

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

- HR data on compensation, benefits, policies and more
- Articles, videos, infographics, checklists, and 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.**

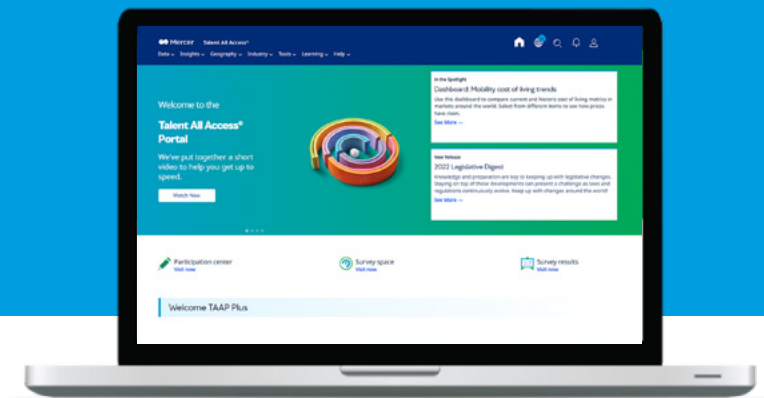
[Watch Video](#)

[Learn More](#)

[Request Demo](#)

[Buy Now](#)

 Tip: You may find this report easier to navigate by using bookmarks. Watch this [short video](#) to learn more.



The Talent All Access® Portal+ or TAAP+ is a subscription based platform. 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.**

# Overview

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

## Purchase price summary

	Luxury/premium	Standard/midsize	Compact/economy	Sport utility vehicle	Electric vehicle
Average price	96,000	48,000	36,000	63,500	140,198
% Tax or VAT	VAT is included	VAT is included	VAT is included	VAT is included	VAT is included
Registration	486	486	486	486	486

## Lease amount summary

	Luxury/premium	Standard/midsize	Compact/economy	Sport utility vehicle	Electric vehicle
Average monthly amount	2,942	1,256	1,134	1,851	4,500
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

## Insurance summary

	Luxury/premium	Standard/midsize	Compact/economy	Sport utility vehicle	Electric vehicle
Typical coverage	Comprehensive/all risks	Comprehensive/all risks	Comprehensive/all risks	Comprehensive/all risks	Comprehensive/all risks
Annual premium	2,275	1,743	1,480	1,859	3,521

Note: All amounts are in local currency. Summary calculations provided; see vehicle costs tab for more information.

# Vehicle costs

Luxury/premium

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

Manufacturer, model, class	Audi Q4	Volvo V90
Engine size	2.0L	2.0L
Transmission	Automatic	Automatic
Fuel type	Petrol/gasoline	Diesel

	Local currency	USD	Local currency	USD
Purchase price	110,000	81,157	82,000	60,499

	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

# Vehicle costs

## Standard/midsize

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

Manufacturer, model, class	Ford Mondeo	Audi Q3
Engine size	2.0L	1.4L
Transmission	Automatic	Automatic
Fuel type	Diesel	Petrol/gasoline

	Local currency	USD	Local currency	USD
Purchase price	38,000	28,036	44,000	32,463

	Local currency	USD	Local currency	USD
Monthly lease amount	1,1600	859	1,348	995
Downpayment for lease	2,560	2,023	4,422	3,494
Lease terms	36 months	36 months	36 months	36 months

# Vehicle costs

## Compact/economy

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

Manufacturer, model, class	Volkswagen Golf	Toyota Corolla
Engine size	1.4L	2.0L
Transmission	Automatic	Automatic
Fuel type	Petrol/gasoline	Petrol/gasoline

	Local currency	USD	Local currency	USD
Purchase price	35,000	25,823	29,000	21,396

	Local currency	USD	Local currency	USD
Monthly lease amount	1,073	792	1,195	882
Downpayment for lease	3,533	2,792	2,617	2,068
Lease terms	36 months	36 months	36 months	36 months

# Vehicle costs

## Sport utility vehicle

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

Manufacturer, model, class	Honda CR-V	Toyota Land Cruiser Prado
Engine size	1.5L	2.8L
Transmission	Automatic	Automatic
Fuel type	Petrol/gasoline	Diesel

	Local currency	USD	Local currency	USD
Purchase price	45,800	33,791	75,000	55,335

	Local currency	USD	Local currency	USD
Monthly lease amount	1,404	1,036	2,298	1,695
Downpayment for lease	4,114	3,251	7,487	5,916
Lease terms	36 months	36 months	36 months	36 months

Vehicle costs

Electric vehicle

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

Manufacturer, model, class	Audi e-tron	
Engine size	-	
Transmission	Automatic	
Fuel type	Electric	

	Local currency	USD
Purchase price	147,100	108,530

	Local currency	USD
Monthly lease amount	4,507	3,325
Downpayment for lease	6,952	5,494
Lease terms	36 months	36 months



# Car allowance estimates

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

## Estimated monthly car allowance

	Local currency			USD		
	Basic	Medium	High	Basic	Medium	High
Luxury/premium	3,084	3,273	3,363	2,275	2,415	2,491
Standard/midsize	1,351	1,496	1,573	997	1,104	1,163
Compact/economy	1,209	1,332	1,408	892	983	1,040
Sport utility vehicle	1,993	2,148	2,244	1,471	1,585	1,656
Electric vehicle	4,548	4,845	4,882	3,355	3,575	3,650

### Note:

Basic allowance includes coverage for lease amount and vehicle maintenance.

Medium allowance includes coverage for lease amount, vehicle maintenance and insurance.

High allowance includes coverage for lease amount, vehicle maintenance, insurance and daily commute of approximately 30 kms.

Source: Mercer's 2022 Car Allowance Calculator

# Car rental estimates

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

## Estimated daily car rental rates

Vehicle class	Typical vehicle	Local currency				USD			
		Daily rate	Fees and surcharges	Taxes	Insurance	Daily rate	Fees and surcharges	Taxes	Insurance
Luxury/premium	Holden Calais	217.49	46.34	19.77	–	160.46	34.19	14.59	–
Standard/midsize	Toyota Corolla Sedan	179.99	39.77	16.36	–	132.80	29.34	12.07	–
Compact/economy	Toyota Yaris Hatchback	164.99	36.72	15.00	–	121.73	27.09	11.07	–
Sport utility vehicle	Mitsubishi Pajero Sport GLX	360.40	73.98	30.78	29.82	265.90	54.58	22.71	22.00

### Note:

The values reported in the rental car estimates section should be considered a general guideline of car rental rates. Daily rates fluctuate based on factors such as vehicle availability, weekdays versus weekends, location pick-up, advance booking periods, etc.

The daily rates reported include fees, surcharges, taxes and insurance. Insurance coverage varies by location and car rental company.

## Car rental estimates

### Estimated weekly car rental rates

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

Vehicle class	Typical vehicle	Local currency				USD			
		Weekly rate	Fees and surcharges	Taxes	Insurance	Weekly rate	Fees and surcharges	Taxes	Insurance
Luxury/premium	Holden Calais	1,522.43	46.34	19.77	–	1,123.22	34.19	14.59	–
Standard/midsize	Toyota Corolla Sedan	1,259.93	39.77	16.36	–	929.62	29.34	12.07	–
Compact/economy	Toyota Yaris Hatchback	1,154.93	36.72	15.00	–	852.11	27.09	11.07	–
Sport utility vehicle	Mitsubishi Pajero Sport GLX	2,522.81	73.98	30.78	29.82	1,861.32	54.58	22.71	22.00

#### Note:

The values reported in the rental car estimates section should be considered a general guideline of car rental rates. Daily rates fluctuate based on factors such as vehicle availability, weekdays versus weekends, location pick-up, advance booking periods, etc.

The daily rates reported include fees, surcharges, taxes and insurance. Insurance coverage varies by location and car rental company.

## Car rental estimates

### Estimated monthly car rental rates

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

Vehicle class	Typical vehicle	Local currency				USD			
		Monthly rate	Fees and surcharges	Taxes	Insurance	Monthly rate	Fees and surcharges	Taxes	Insurance
Luxury/premium	Holden Calais	6,524.71	46.34	19.77	–	4,813.82	34.19	14.59	–
Standard/midsize	Toyota Corolla Sedan	5,399.72	39.77	16.36	–	3,984.00	29.34	12.07	–
Compact/economy	Toyota Yaris Hatchback	4,949.72	36.72	15.00	–	3,651.92	27.09	11.07	–
Sport utility vehicle	Mitsubishi Pajero Sport GLX	10,812.00	73.98	30.78	29.82	7,977.00	54.58	22.71	22.00

#### Note:

The values reported in the rental car estimates section should be considered a general guideline of car rental rates. Daily rates fluctuate based on factors such as vehicle availability, weekdays versus weekends, location pick-up, advance booking periods, etc.

The daily rates reported include fees, surcharges, taxes and insurance. Insurance coverage varies by location and car rental company.

# Public transportation

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

## Taxi cost

	Local currency			USD		
	Low	Medium	High	Low	Medium	High
Initial meter charge	3.70	4.10	4.90	2.73	3.02	3.62
Rate per kilometer	1.87	2.16	2.42	1.38	1.59	1.79

## Cost of monthly pass

	Local currency			USD		
	Low	Medium	High	Low	Medium	High
Monthly bus pass	105.00	105.00	105.00	77.47	77.47	77.47
Monthly subway pass	105.00	105.00	105.00	77.47	77.47	77.47

# Typical employer costs

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

## Median vehicle purchase price

	Local	USD	N=
Head of organization	73,645.00	54,334.91	55
Executive	60,000.00	44,267.70	49
Management	48,500.00	35,783.06	39
Professional nonsales	37,000.00	27,298.42	39
Professional sales	40,000.00	29,511.80	89

## Median monthly lease amount

	Local	USD	N=
Head of organization	2,000.00	1,475.59	40
Executive	1,877.00	1,384.84	32
Management	1,781.00	1,299.00	25
Professional nonsales	1,500.00	1,106.69	22
Professional sales	1,500.00	1,106.69	77

## Typical employer costs

### Median monthly car allowance

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

	Local	USD	N=
Head of organization	2,500.00	1,844.49	141
Executive	2,083.33	1,537.07	132
Management	1,779.67	1,313.03	166
Professional nonsales	1,625.00	1,198.92	65
Professional sales	1,500.00	1,106.69	147

### Median allowance per kilometer for employees not provided with company car

	Local	USD	N=
Head of organization	1,000.00	1,000.00	20
Executive	1,000.00	1,000.00	20
Management	1,000.00	1,000.00	20
Professional nonsales	1,000.00	1,000.00	20
Professional sales	1,000.00	1,000.00	20

# Additional information

## Fees, taxes, insurance

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

Additional taxes, fees when purchasing a vehicle	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Recurring taxes, fees	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
First inspection after purchase	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Inspection frequency thereafter	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Road tax fees required	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Insurance required	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Typical car insurance provided	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.



# Additional information

## Driver information

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

Common practice for expats to have a driver	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Typical driver cost per month	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Assignee can use home country license	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Assignee can use international driving license	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Home country/international driving license validity period (in months)	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
EU nationals eligible to exchange license without a driving test	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

# Additional information

## Road conditions

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

Drive on left or right side of road	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Road signs in English	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Road condition	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Highways/motorways well-lit	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Highway/motorway tolls	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

# Sources

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

Topic name	Data source	Publicaton date
Vehicle costs	Mercer's Cost of Living Survey	2022
Car allowance estimates	Mercer's Car Allowance Calculator	2022
Car rental estimates	Budget Rent a Car	2022
Car rental estimates	Expedia	2022
Public transportation	Mercer's Cost of Living Survey	2022
Typical employer costs	Mercer's Total Remuneration Survey	2021

# Methodology

This section provides information on the methods of collecting, collating, and analyzing data for this product. You will also find notes on exceptions and exclusions in the data, information on data sources and relevant equations.

## Data collection

Data for this publication were collected from the following sources:

- Expedia
- Avis
- Skyscanner

Note: Sources may differ for select markets; refer to the data sources section in each market for more information.

## Data analysis

### Statistics

The following statistics are presented in this report:

- Median or 50<sup>th</sup> percentile: The data point that is higher than 50% of all other data in the sample when ranked from low to high.
- Average: The sum of all data reported divided by the number of data observations in the sample. Also known as the mean.
- N or sample size: The number of companies that reported data for the statistic.
- Endash or “–”: The sample is too small to provide the statistic.

### Vehicle costs

Market cost data include the amounts associated with obtaining and maintaining a vehicle within the market, based on local market values.

The following data were collected in Mercer's Cost of Living Survey:

- Commonly utilized vehicle make and model
- Purchase price, tax, registration
- Lease amount, lease term, down payment

## Methodology

- Insurance type and premium
- Fees, taxes, insurance
- Driver information
- Public transportation information

### Car allowance estimates

Car allowance estimates are sourced from Mercer's [Car Allowance Calculator](#), which is exclusive to the Talent All Access Portal+. The following criteria were used:

- Basic allowance includes coverage for lease amount and vehicle maintenance
- Medium allowance includes coverage for lease amount, vehicle maintenance and insurance
- High allowance includes coverage for lease amount, vehicle maintenance, insurance and daily commute of approximately 30 kms.

### Rental car estimates

The values reported in the rental car estimates section should be considered a general guideline of car rental rates. Daily rates fluctuate based on factors such as vehicle availability, weekdays versus weekends, location pick-up, advance booking periods, etc.

The daily rates reported include fees, surcharges, taxes, and insurance. Insurance coverage varies by location and car rental company, but typically includes one or more of the following:

- Collision Damage Waiver (CDW)
- Personal Accident Insurance (PAI)
- Windscreen Damage Waiver (WDW)
- Theft Protection, Personal Effects Protection (PEP)
- Additional Liability Insurance (ALI)
- Loss Damage Waiver (LDW)
- Supplemental Liability Insurance (SLI)

## Methodology

### Typical employer costs

Typical employer costs are sourced from Mercer's Total Remuneration Survey. Data reported are median car benefit amounts provided by the employer to eligible employees. These amounts typically vary by career level.

### Data masking

To ensure the confidentiality of all companies that provide data to Mercer's surveys, statistics have been "masked" by displaying an endash or "—" when minimum sample sizes are not met.



Mercer

welcome to brighter