



Talent All Access®

## 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!**

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### What's included?

#### Market indicators

- Economic and labor market indicators
- Employee tenure

#### Turnover and workforce changes

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

#### Hot skills, attraction, retention

- Jobs and skills in demand\*\*
- Skills with highest pay premiums\*\*
- Service awards

#### Severance\*\*\*

- Statutory requirements for individual termination

### 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.

\*Overall market only; no career level or industry data.

\*\* Available in select markets.

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

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[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	4.4%	3.4%	7.4%
2022 Estimated	3.3%	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 1,000's)
Region 1	Sub region 1	Market 1	Labor market indicators	Working age population (15+), (in 1,000's)
Region 1	Sub region 1	Market 1	Labor market indicators	Working age population (15+), (in 1,000's)

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

Current release: October 2022 | Next release: April 2023

## Online pricing

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

## Current release pricing

	USD	EUR
Region Excel	1,600	1,360
Single market PDF	1,000	850

## Next release pricing

	USD	EUR
Region Excel	2,000	1,800
Single market PDF	1,000	900

## 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; 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

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.

Region Excel and single market PDF reports release in April only (no update in October).