

Inside Look: Global Compensation Planning (GCPR)

Global Compensation Planning (GCPR) will be released on June 4, 2025!

While preparing the data for the upcoming release, we found some interesting insights that we couldn't wait to share with you. Check out this sneak peek into the data and mark your calendar for the full release coming soon!

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Central & Eastern Europe region reported the highest salary increase budget for 2025

In 2025, the global median total salary increase budget is 4.0%, with both Europe and the Americas reporting similar amounts. However, significant subregional disparities exist. Central & Eastern Europe region is currently reporting a median salary increase budget of 5.8% compared with 3.5% in Western Europe. The median salary increase budget in Latin America is 4.8%, outperforming the US & Canada subregion, which lags at 3.6%. The Asia Pacific region shows a total increase of 4.5%, driven by Asia at 4.8%.



Middle Eastern markets align with the global average, markets in other regions vary

In 2025, median salary increase budgets in the Americas range from 3.0% in Ecuador to 6.3% in Uruguay. In the Asia Pacific region, Japan reported the lowest increase at 3.1%, while Pakistan leads with 12.0%, followed by India at 9.3%. In Central & Eastern Europe, salary increase budgets vary from 4.0% in Croatia and Slovenia to 10.0% in Ukraine and Uzbekistan. Africa shows the highest variation, with increases ranging from 4.0% in Cameroon to 19.0% in Egypt. In Western Europe, salary increases are more modest, ranging between 3.0% and 4.0% in the majority of markets. Notably, all Middle Eastern markets broadly align with the global average of 4.0%.



Some companies have started planning for 2026 salary increase budgets

Globally, approximately 14% of companies have started preparing their 2026 salary increase budgets. There is a slight variation regionally, with 16% of companies in Central & Eastern Europe indicating they have started planning, compared with 12% in Africa and the Middle East. At this early stage, most markets are reporting salary increase budgets that are either consistent with or marginally higher than in 2025, with no markets currently anticipating an increase in budget of over 0.5% higher than in 2025. However, as we progress toward the upcoming year, these figures are likely to evolve in response to economic conditions and organizational changes.