

talent all access[®] catalogue

2023

Knowledge is powerful. Time is limited.

welcome to brighter



2023 Publication calendar

January

- 11** Global Compensation Planning Online
- 18** Global Compensation Planning (Excel, PDF)
- 18** Global Pay Summary Online

February

- 15** Compensation Drivers Online

March

- 01** Salary Budget Snapshot (E1)
- 15** Global Compensation Planning Online
- 15** Incentives Around the World Online
- 22** Global Compensation Planning (Excel, PDF)

April

- 12** Workforce Movement Online
- 26** Worldwide Benefit & Employment Guidelines Online

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- 17** Transportation Policies Online
- 31** Salary Budget Snapshot (E2)

June

- 14** Global Compensation Planning Online
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- 21** Employee Engagement Benchmarking

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October


- 11** Workforce Movement Online

September

- 06** Salary Budget Snapshot (E3)
- 20** Leave Programs Online
- 20** Global Compensation Planning Online
- 27** Global Compensation Planning (Excel, PDF)

August

July

 Salary Budget Snapshot is exclusive to participants.
All dates are subject to change.

 Excel or PDF product  Online product





Available to all purchasers

2023 Calculator refresh schedule

January

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

February

-  Market pay differentials
-  Work from home allowance calculator
-  Hot and cold jobs
-  Labor market overview

March

-  HR country comparator
-  Labor market overview







April

-  Salary increase projections
-  Labor market overview



May

-  Skills demand by job family
-  Car allowance calculator
-  Perquisites and allowances
-  Emerging leave policies scorecard
-  Labor market overview


June

-  HR country comparator
-  Green car policies over the years
-  Car cost comparator
-  Mobile phone policies
-  Retirement age map
-  Labor market overview

December

-  Perquisites and allowances
-  Labor market overview

November

-  Labor market overview


October

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



September

-  Cost of living ranking
-  Labor market overview

August

-  Total employment cost calculator
-  Labor market overview

July

-  HR ratios calculator
-  Labor market overview

 TAAP+ exclusive calculators  TAAP+ exclusive dashboards

Available to TAAP+ subscribers

All dates are subject to change.

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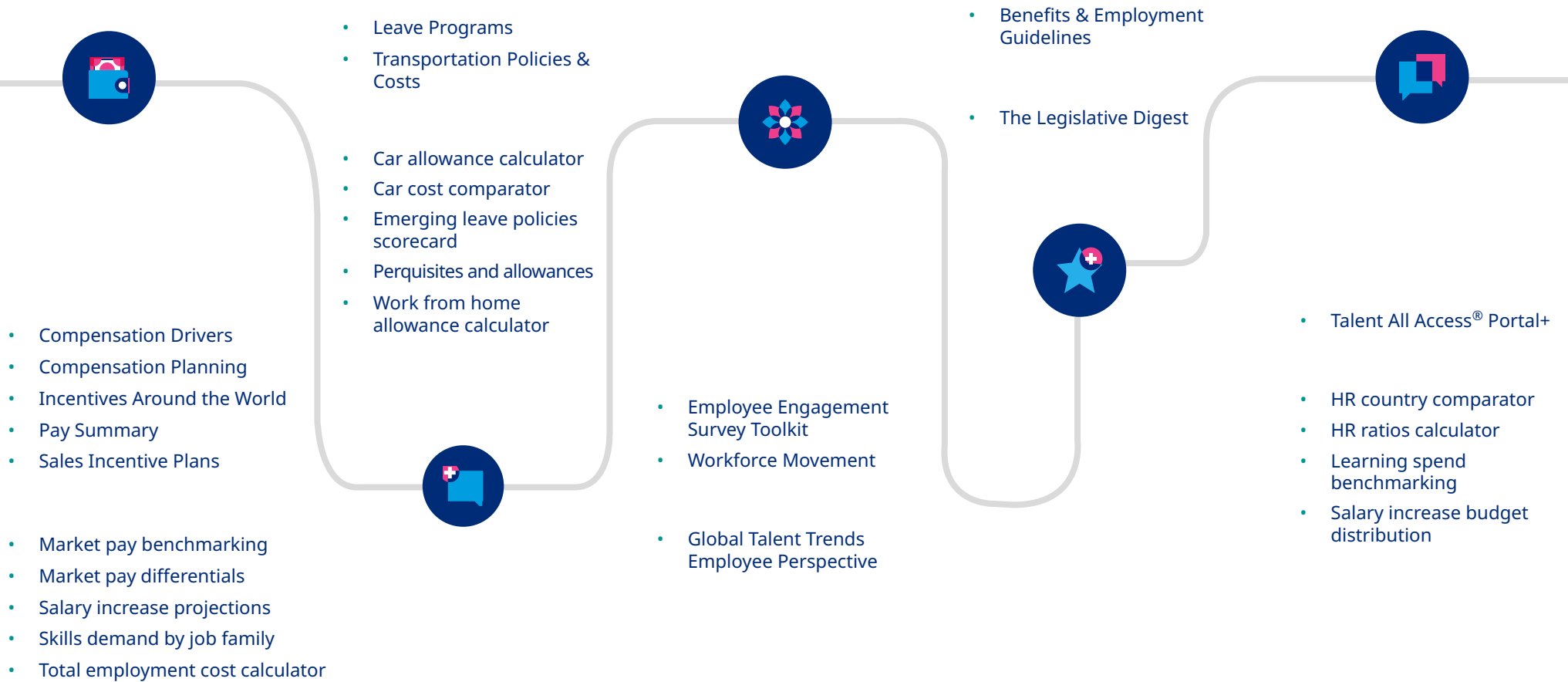
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How will you use TAAP+?

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.



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TAAP into Talent All Access[®] 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.



Transportation policies & costs

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



Workforce metrics

Use metric data from the technology industry to help to quantify costs and understand the impact of your policies, processes and structure.



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

Breakdown of burnout

Employee engagement retention relies on burnout prevention. Find out why high burnout markets have the highest burnout and why employees are struggling.

Global risk of burnout

The risk of burnout is high (75%+ of employees) in Latin America, North America, Asia Pacific, Europe and the Middle East. But in certain markets the risk is even higher. For example, in Hong Kong, 95% of employees expect to feel burned out this year.

Excel data

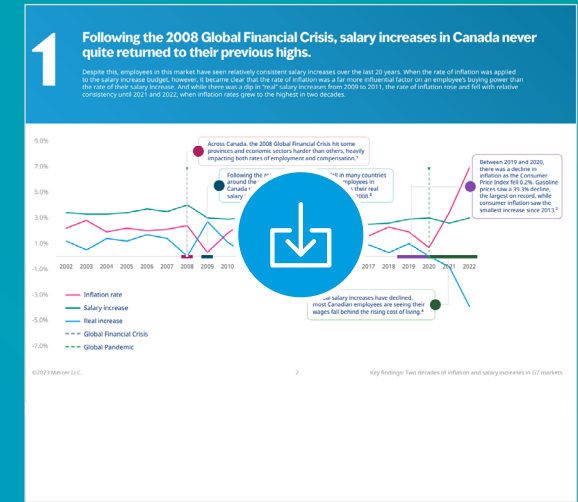
2022 Worldwide Benefits & Employment Guidelines

Minimum wage requirements summary

Note: Shaded cells contain calculations based on daily hours, etc. Where cells contain legislative rates.

Region	Sub region	Market	Annual/other events (if applicable)	Current	Legal rate (if applicable)	Hourly	Daily	Weekly	Monthly
Americas	Latin America	Argentina	APRC	Monthly	Hourly	58.05	1,269.23	7,655.39	30,000.00
Americas	Latin America	Bolivia	BOB	Monthly	Hourly	12.48	99.88	499.38	2,564.00
Americas	Latin America	Brazil		Monthly	Hourly	6.98	66.94	270.93	1,125.00
Americas	Latin America	Chile		Monthly	Hourly	1784.87	8,93.88	80,783.29	300,000.00
Americas	Latin America	Colombia		Monthly	Hourly	5,769.24	46,93.89	230,769.41	1,000,000.00
Americas	Latin America	Ecuador		Monthly	Hourly	2.95	9.62	69.09	425.00
Americas	Latin America	Mexico		Monthly	Hourly	21.61	92.87	684.36	2,746.61
Americas	Latin America	Peru		Monthly	Hourly	33.54	268.34	1,301.70	5,640.70
Americas	Latin America	Venezuela		Monthly	Hourly	5.37	42.50	294.62	899.00
Americas	Latin America	South Africa		Monthly	Hourly	9.25	66.00	320.00	1,488.00
Americas	Latin America	Venezuela		Monthly	Hourly	0.04	0.32	1.62	7.00
Americas	North America	Canada	Alberta		Hourly	7.00	56.00	392.00	1,568.00
Americas	North America	Canada	British Columbia		Hourly	15.20	121.60	608.00	2,624.00
Americas	North America	Canada	Manitoba		Hourly	13.95	66.60	429.00	1,716.00
Americas	North America	Canada	New Brunswick		Hourly	13.75	110.00	550.00	2,282.50
Americas	North America	Canada	Ontario		Hourly	12.75	102.00	510.00	2,040.00
Americas	North America	Canada	Quebec		Hourly	15.20	121.60	608.00	2,624.00
Americas	North America	Canada	Northwest Territories		Hourly	13.25	106.00	530.00	2,120.00
Americas	North America	Canada	Nova Scotia		Hourly	13.25	106.00	530.00	2,120.00
Americas	North America	Canada	Yukon		Hourly	13.25	106.00	530.00	2,120.00
Americas	North America	Canada	Ontario		Hourly	15.20	121.60	608.00	2,624.00
Americas	North America	Canada	Prince Edward Island		Hourly	13.70	109.60	548.00	2,192.00
Americas	North America	Canada	Quebec		Hourly	14.25	114.00	570.00	2,280.00
Americas	North America	Canada	Saskatchewan		Hourly	13.10	84.68	423.40	1,695.60
Americas	North America	Canada	Yukon		Hourly	13.20	105.60	528.00	2,112.00
Americas	North America	United States			Hourly	7.25	58.00	290.00	1,156.00
Asia Pacific	Asia	China	Beijing	CNY	Hourly	25.30	202.40	1,012.00	2,320.00
Asia Pacific	Asia	China	Guangzhou	CNY	Hourly	22.20	177.60	888.00	2,300.00
Asia Pacific	Asia	China	Shanghai	CNY	Hourly	23.00	184.00	920.00	2,500.00
Asia Pacific	Asia	China	Shenzhen	CNY	Hourly	22.20	177.60	888.00	2,300.00

Key findings



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 employees, typically at car tax management and above, with costs varying by employee grade. This includes both salaried and non-salaried employees.</p> <p>(Source: Mercer's Total Remuneration Survey, 2023)</p>	<p>Over half (52%) of companies offer car benefits to employees, typically at car tax management and above, with costs varying by employee grade. This includes both salaried and non-salaried employees.</p> <p>The typical benefit is a company-owned 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-owned 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. Most companies provide this benefit. Most employees provide a car allowance for employees. 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, costs may range between EUR50-100/300 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"/> Life insurance	9.2 %	425	<input checked="" type="checkbox"/> Retirement	2.5 %	1,200
<input checked="" type="checkbox"/> STI	20.0 %	9,216	<input type="checkbox"/> Disability	- %	-
<input type="checkbox"/> Sales incentives	27.3 %	12,509	<input type="checkbox"/> Accidental death & disability	- %	-
<input type="checkbox"/> LTI	22.8 %	10,291	<input type="checkbox"/> Medical	- %	-
<input type="checkbox"/> Other	- %	-	<input type="checkbox"/> Life	- %	-
Subtotal: 55,481 AUD			Subtotal: 6,422 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	Selected business	Job position	Ref. executive office (CEO)
Market 1	Americas	Market 2	Asia Pacific
Region	Argentina	Region	India
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	1,411 USD	<input checked="" type="checkbox"/> Responsibility office supplies					
<input checked="" type="checkbox"/> Laptop	1,411 USD	Monthly	Annually	Monthly	Annually		
<input checked="" type="checkbox"/> Wireless peripheral and mouse	40.00 USD	Printer black ink	1.91	70.66	2.29	28.38	
<input checked="" type="checkbox"/> Power cord (ethernet connection for workstation)	30.00 USD	Printer color ink	7.59	145.00	2.15	14.20	
<input type="checkbox"/> Cables	Please specify	Paper	1.47	10.38	1.65	19.75	
		Phone	3.71	45.04	Phone or folders	0.60	125.51
		Others	Please specify	0.50			
Essential equipment total	AUD1,451.59	Supplies total	Monthly	AUD106.52	Annually	AUD1,278.26	
<input checked="" type="checkbox"/> Optional workstation equipment		<input checked="" type="checkbox"/> Monthly utilities					



TAAP into
compensation data



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!

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](#)

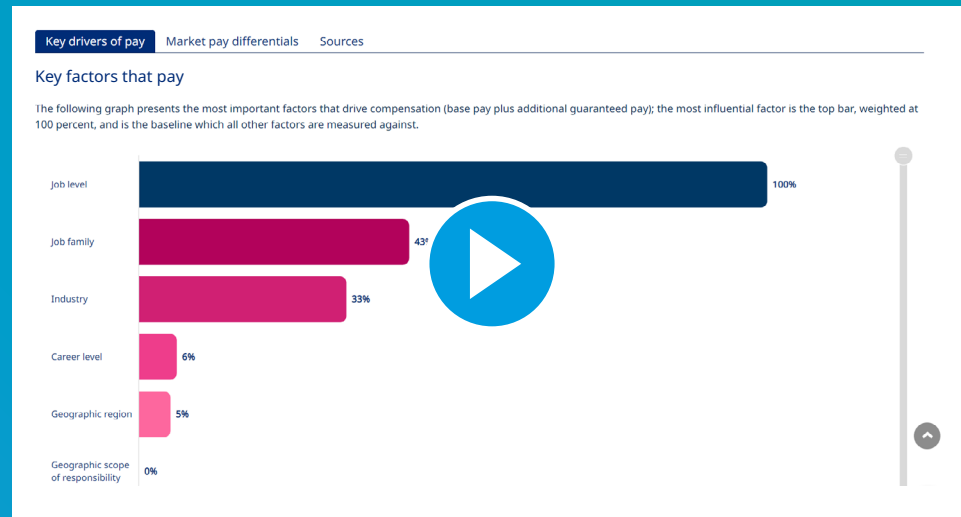
[Demo Video](#)

[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

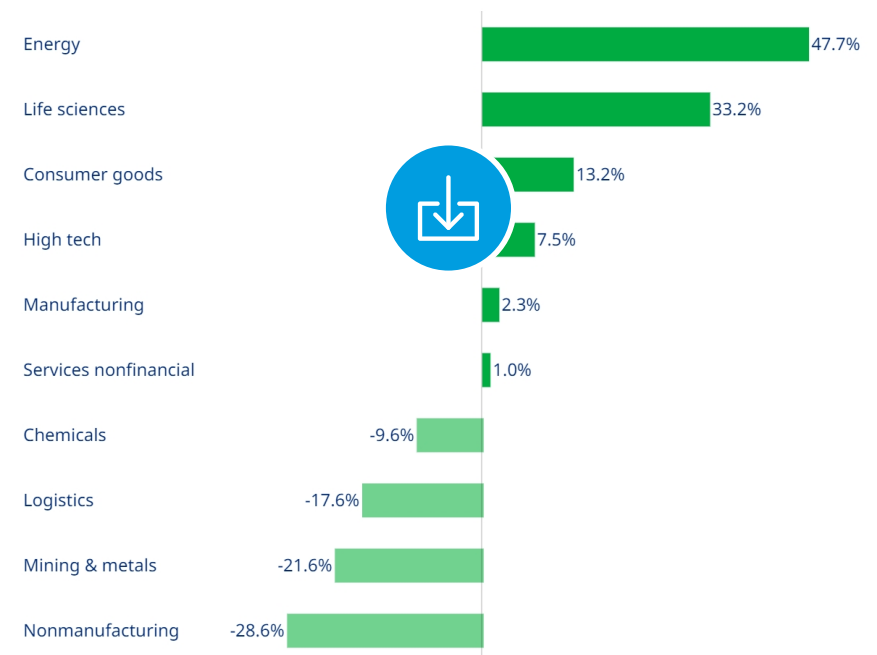
Single market PDF

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 2022 | Next release: February 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	700	595

Next 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.
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.



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.



Talent All Access®



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 4 updates per year.

This is the perfect partner to:
Compensation Drivers!



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
- Salary freezes
- Promotional salary increases

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.

What's new in 2023?

- Receive updates sooner! GCPR will publish earlier in 2023: January, March, June and September.
- GCPR Online Industry will include access to all five industries (Consumer Goods, Energy, Life Sciences, Manufacturing, Technology) in one online tool.

[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 2023	Mar 2023	Jun 2023	Sep 2023
Historical trends	✓	✓	✓	✓
Economic indicators		Apr		Oct
Salary practices				✓
Salary increase budgets	✓	✓	✓	✓
Salary freezes	✓	✓	✓	✓
Promotional increases	✓			

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

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 (GCPR) Month | Sample

Economic Indicators

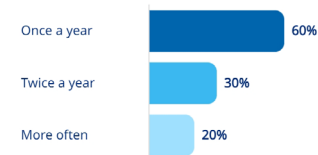
Region	Sub region	Market	Year	GDP change	GDP data status
Region 1	Sub Region 1	Market 1	2021	10.2%	Estimated
Region 1	Sub Region 1	Market 1	2022	4.0%	Estimated
Region 2	Sub Region 2	Market 1	2021	10.2%	Estimated
Region 2	Sub Region 2	Market 1	2022	4.0%	Estimated
Region 2	Sub Region 2	Market 1	2023	3.0%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

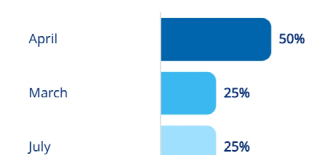
Salary practices

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)

Current release: January 2023 | Next release: March 2023

Online pricing

	USD	EUR
Global online	3,500	3,000
Global online industry	4,000	3,600
Add single user	600	500

Current release pricing

	USD	EUR
Region Excel	1,000	900
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). 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.

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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.

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!



TAAP+ bonus

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

What's included?

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

50 benchmark jobs organized by job family:

Accounting & finance, Administration,
Engineering, Executive leadership,
Human resources, Information technology,
Legal & compliance, Manufacturing, Sales,
Supply chain

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.

[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 & secretarial	Administration & secretarial
Region name	Sub region name	Market name 1	Administration & secretarial	Administration & secretarial
Region name	Sub region name	Market name 1	Administration & secretarial	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

Salary data Sources Methodology Worksheet

Global Pay Summary

Current release: January 2023 | Next release: January 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

Pricing note

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Regions available: Americas; Asia Pacific; Central & Eastern Europe; Middle East & Africa; and Western Europe.

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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.



Talent All Access®

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 for up to 5 users!

This is the perfect partner to:
Global Pay Summary!

What's included?

- Annual total cash pay mix, short-term, sales and long-term incentives by career level
- Annual total cash pay mix by job family and career level
- Short-term incentives by job family and career level
- Annual total cash pay mix by industry and career level
- Short-term and sales incentives by industry and career level
- Long-term incentive plans

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, high tech, life sciences, logistics, manufacturing, nonmanufacturing, retail & wholesale, services (nonfinancial), transportation equipment

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.

[Buy Now](#)

[Demo Video](#)

[Region Sample](#)

[Single Market Sample](#)

Take a closer look...

Global online



Single market PDF



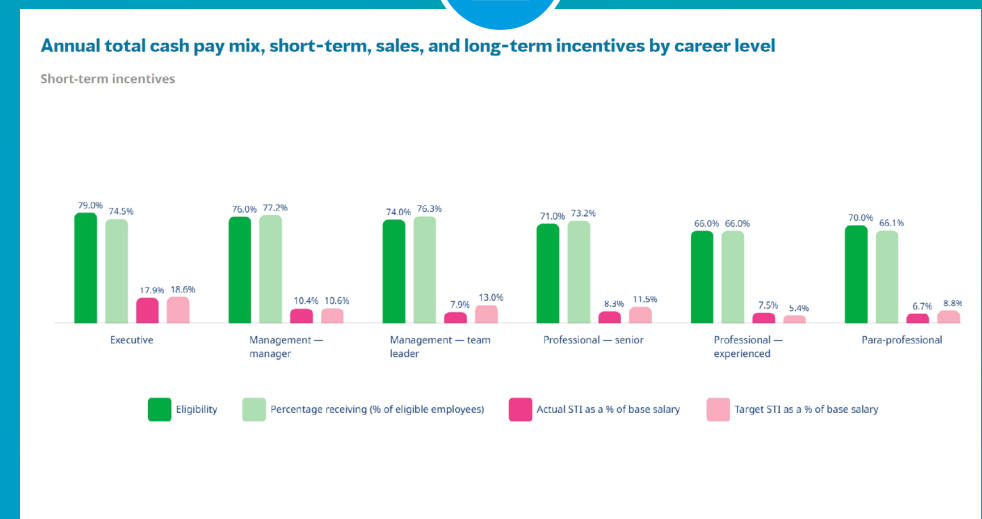
Region Excel

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

Current release: March 2022 | Next release: March 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; 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

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.



Talent All Access®

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 January 27 | Results publish early March

- Salary increase budgets for 2023
- Turnover for 2022

Edition 2 (E2) | Participate by April 28 | Results publish late May

- Salary increase budgets for 2023 & 2024

Edition 3 (E3) | Participate by August 4 | Results publish early September

- Salary increase budgets for 2023 & 2024
- Mid-year voluntary turnover for 2023

Edition 4 (E4) | Participate by November 10 | Results publish mid December

- Salary increase budgets for 2024
- Promotional increases

[Learn More](#)

[Sample Report](#)

Salary Budget Snapshot

	E1	E2	E3	E4
Policy framework*	✓	✓	✓	✓
Salary increase budgets for 2023	✓	✓	✓	
Salary increase budgets for 2024		✓	✓	✓
Turnover for 2022	✓			
Mid-year voluntary turnover for 2023			✓	
Promotional increases				✓

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

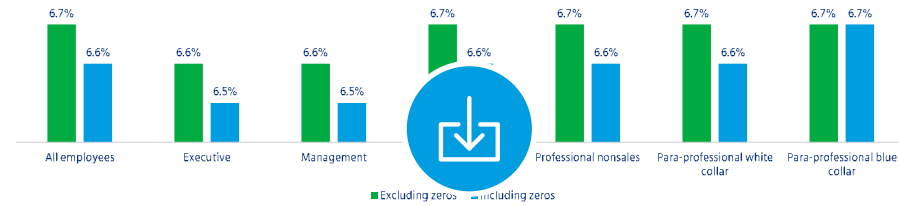
Take a closer look...

E1

Budgeted salary increases for current year

Salary increase overview

Median budgeted salary increases for current year — excluding and including zeros

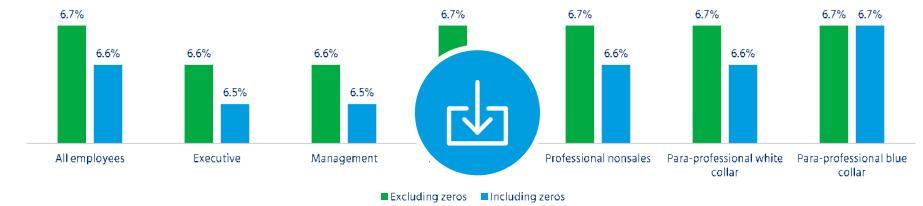


E2

Actual salary increases current year

Salary increase overview

Median actual salary increases for current year — excluding and including zeros

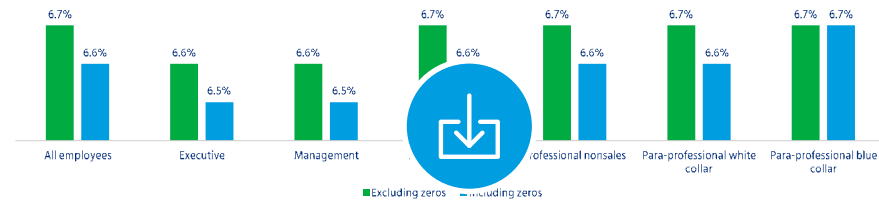


E3

Forecast salary increases next year

Salary increase overview

Median forecast salary increases for next year — excluding and including zeros



E4

Promotional salary increases

Employees promoted

Percentage of employees being promoted

	Median	Average	N=
All employees current year	4.0%	7.9%	50
All employees next year	5.0%	4.5%	50

Salary increase based on promotion

Promotional salary increases

	Average	N=
All employees budgeted current year	12.9%	50
All employees forecasted next year	10.0%	50



Talent All Access®

Sales Incentive Plans

Ensure your incentive programs are competitive.

Understand how features such as eligibility, performance measures, timing, payout and governance will help you design and structure the best sales incentive plans for your company.



Choose from a selection of reports that provide country statistics!

This is the perfect partner to:
Incentives Around the World

What's included?

- Sales function profile
- Plan design
- Quotas and performance measures
- Plan mechanics
- Beyond the sales plan



TAAP+ bonus

TAAP+ subscribers have access to all 18 Sales Incentive Plans reports and more!

This product can help you:

- Structure a competitive sales incentive plan within your company.
- Understand key features of sales incentives plans typically provided in your markets of operation.

[Buy Now](#)

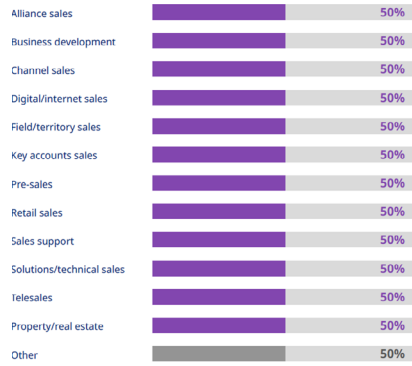
[Single Market Sample](#)

Take a closer look...

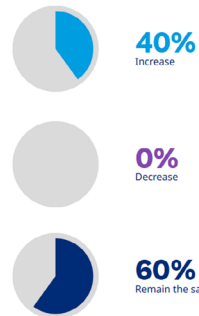
Single market PDF

Sales function profile

Which sales functions exist in organizations?



What is expected to happen to the size of the sales force in the next 12 months?



N=25

Plan design

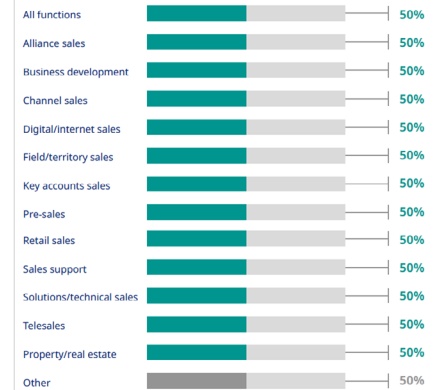
Plan type

Which category best describes the sales plan?



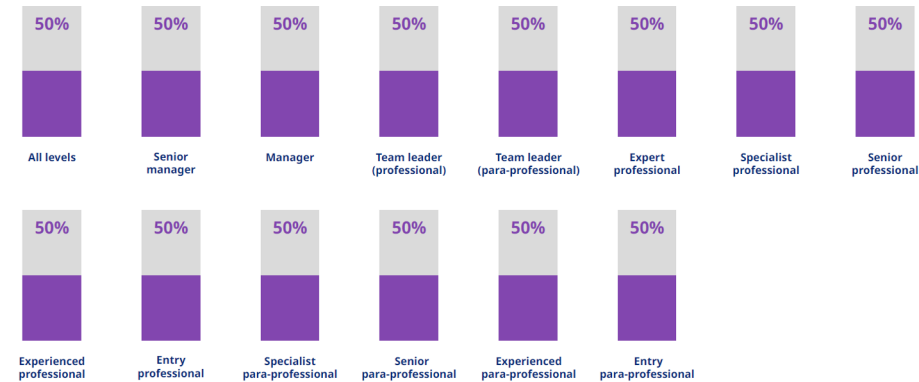
N=66 plans from 25 organizations

Which sales functions are covered under a sales incentive plan?



Sales function profile

Which career levels are covered under a sales incentive plan?



N=66 plans from 25 organizations

Plan design

Sales roles and focus

What is the proportion of effort spent on each sales role?



N=62 plans from 24 organizations

With what types of customer does the sales force engage?



N=62 plans from 24 organizations

Sales Incentive Plans

Current release: November 2022

Current release pricing

	USD	EUR
Argentina	1,000	850
Brazil	1,000	850
Canada	1,000	850
China	1,000	850
France	1,000	850
Germany	1,000	850
Hong Kong	1,000	850
India	1,000	850
Italy	1,000	850
Japan	1,000	850
Mexico	1,000	850
Netherlands	1,000	850
Poland	1,000	850
Singapore	1,000	850
Spain	1,000	850
Sweden	1,000	850
United Kingdom	1,000	850
United States	1,000	850

Market coverage

Single market PDF reports available for select markets.

Pricing note

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.

TAAP into
benefits





Talent All Access®



WBEG is a flagship product!

Worldwide Benefit & Employment Guidelines (WBEG)

Stay ahead of everchanging regulations.

Review statutory and supplemental benefit details for social security, retirement, medical, death, disability and more.



A global online subscription includes access to the data in an online format, downloadable PDF reports and regular legislative updates!

This is the perfect partner to:
Leave Programs!

What's included?

Benefits

- Social security
- Retirement
- Death
- Disability
- Medical
- Parental benefits & dependent care
- Social benefits
- Perquisites & allowances
- Flexible benefit programs

Employment conditions

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

[Buy Now](#)

[Demo Video](#)



TAAP+ bonus

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

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 new in 2023?

WBEG will be updated throughout the year so you always have access to the most current information! To ensure everyone benefits from this change, single market editions of WBEG will be available in an online format in January 2023.

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)

Current release: Online April 2022 | Next release: April 2023

Online pricing

	USD	EUR
Global online	16,000	14,000
Global online renewal	10,000	9,000
Region online	3,500	3,000
Single market online*	1,300	1,200
Add single user	600	500

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.

*Single market online option will be available in January 2023.

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

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.



Talent All Access®

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](#)



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **emerging leave policies scorecard 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

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.

[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 Amount of leave

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

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

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

Other annual leave

Personal days

Companies provide personal days



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

Current release: September 2022 | Next release: September 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

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Talent All Access®

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:
Worldwide Benefit & Employment Guidelines!

©2023 Mercer LLC.



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**.

Participate in the policies survey

Participate in the Transportation Policies survey at any time to update your submission if your policy has changed.

Participation bonus!

Participate in the evergreen Transportation Policies survey in 2023 and receive a complimentary summary report for each market where you provide data! Reports will be shared with participants in April.

[Participate Now](#)

[Learn More](#)

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.

[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](#)

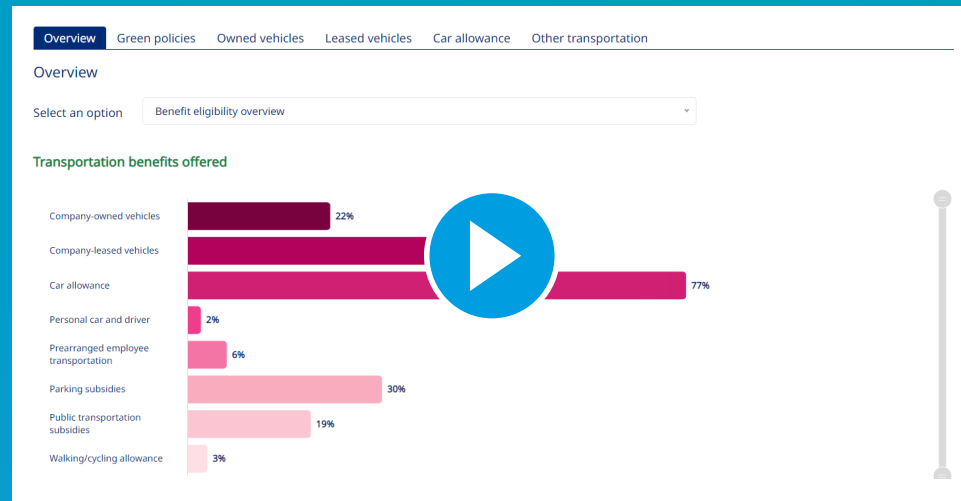
[Region Sample](#)

[Single Market Sample](#)

Take a closer look...

Transportation Policies

Global online



Single market PDF

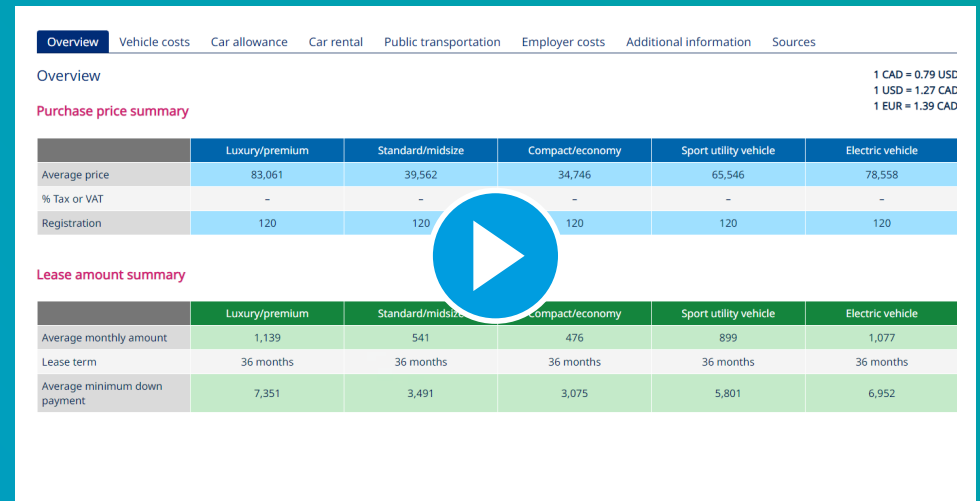
Green policies

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



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

Next release: June 2023

Online pricing

	USD	EUR
Transportation Policies & Costs	5,000	4,500
Transportation Policies	3,500	3,000
Transportation Costs	3,500	3,000
Add single user	600	500

Transportation Policies

	Current release pricing		Next release pricing	
	USD	EUR	USD	EUR
Single market PDF	700	595	800	700

Transportation Costs

	Current release pricing		Next release pricing	
	USD	EUR	USD	EUR
Region Excel	1,600	1,360	2,000	1,800
Single market PDF	700	595	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 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

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



TAAP into
employee experience



Talent All Access®

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!

What's included?

Toolkit

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

Benchmarking Excel

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



TAAP+ bonus

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

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.

[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 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

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

Toolkit

Getting started
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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 as employees reduced their production of steel.
- Started in your organization.
- 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

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Getting started
Designing a questionnaire
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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: Heads up to managers and HR community

Email: Heads up to all employees

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

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Employee Engagement Survey Toolkit

Current release: June 2022 | Next release: June 2023

Current release pricing

	USD	EUR
Toolkit + benchmarking report	4,000	3,400
Toolkit only	2,500	2,125
Benchmarking report only	2,500	2,125

Next release pricing

	USD	EUR
Toolkit + benchmarking report	4,000	3,600
Toolkit only	2,500	2,200
Benchmarking report only	2,500	2,200

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.

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Market coverage

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[Single Market Sample](#)

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Current release: October 2022 | Next release: April 2023

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	USD	EUR
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Next release pricing

	USD	EUR
Region Excel	2,000	1,800
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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

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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

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Job Evaluation & Leveling (IPE)

Course curriculum



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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?

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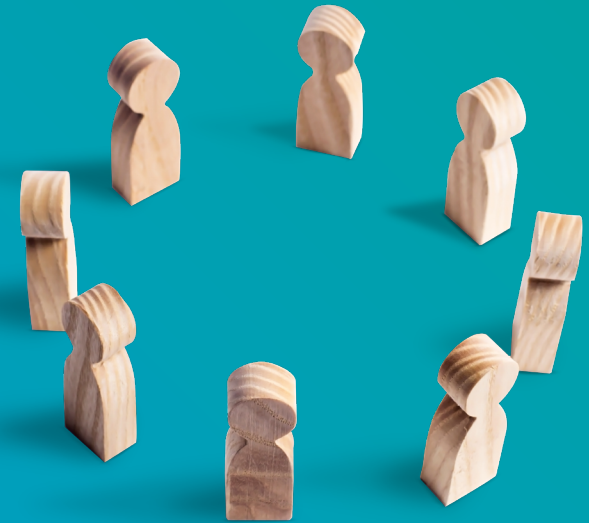
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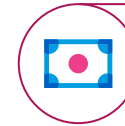
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