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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!**

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**TAAP+ bonus**

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

## 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

## 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.

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# 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)
<b>Statutory requirement</b>	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.
<b>Supplemental provision, DB plans</b>	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.	
<b>Supplemental provision, DC or combination plans</b>	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

<b>Name of statutory retirement scheme</b>	Scheme names are old age security (OAS), guaranteed income supplement (GIS), and Canada/Quebec pension plan (CPP/QPP).
<b>Type of plan</b>	Plans are defined benefit (DB).
<b>Eligibility</b>	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.
<b>Normal retirement age</b>	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.
<b>Pensionable earnings</b>	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).
<b>Final pensionable earnings</b>	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.