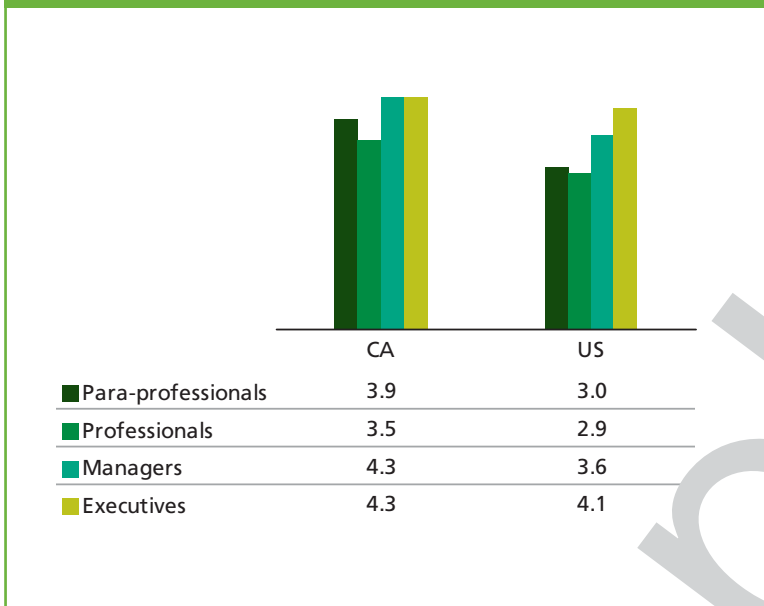


Percentage change in pay over the previous year – North America, 2007



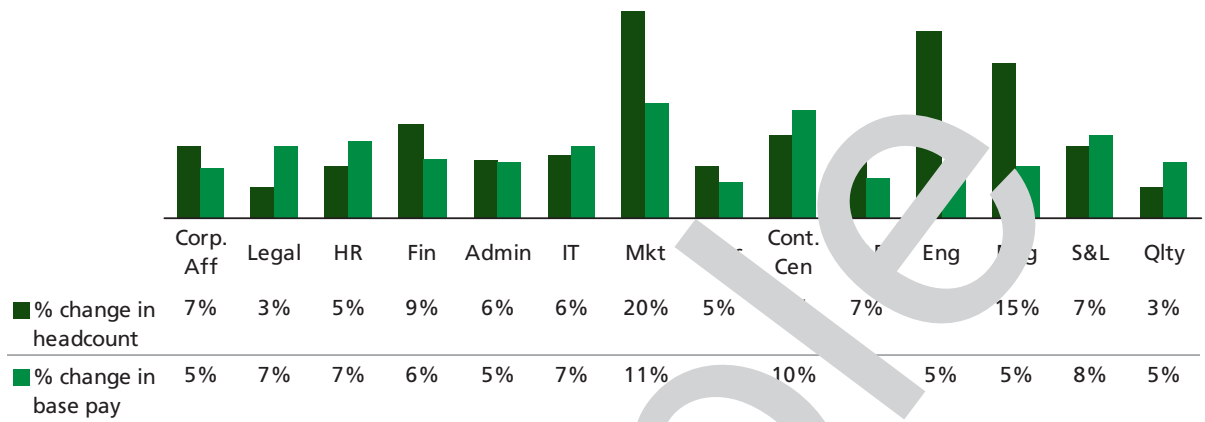
Pay change by job family

Pay changes will often reflect the availability of supply of talent that is important to an organisation's mission or an overall market/local economy. Therefore, pay changes will often differ for different types of jobs or job families that may reflect these differences. Although it is difficult to generalise across broad regions, the following charts illustrate that pay does change differently for different families of jobs.

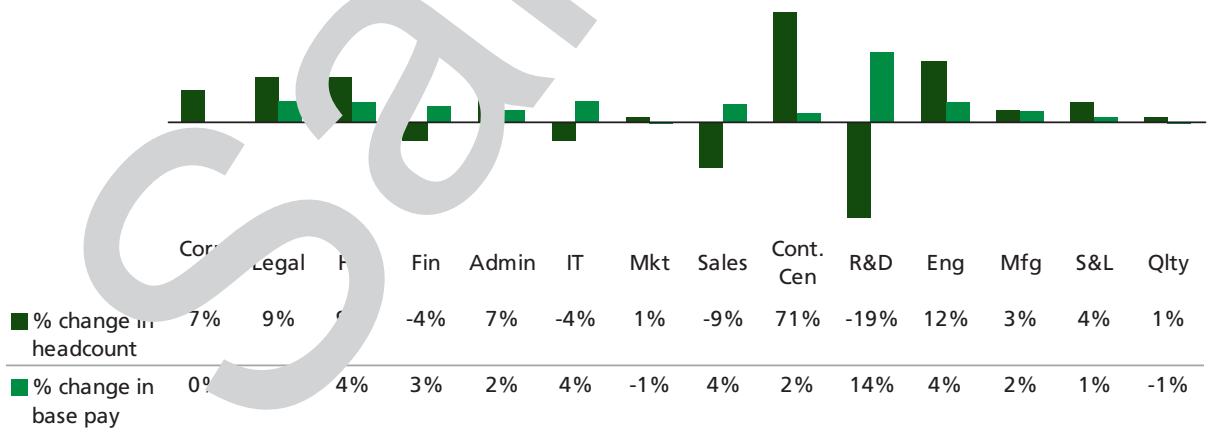
We also examine changes in population, that is, number of employees. As described earlier, the Mercer approach to measuring change centres on the same company, same job (and in Europe, same employee) methodology. As a result, changes in population for specific jobs and families can offer insights into the increase or decrease in importance of an economy/country.

The charts below show the overall region change in employees and pay for job families. These differences are often very country-specific, and more detail is found in the individual region chapters following this section.

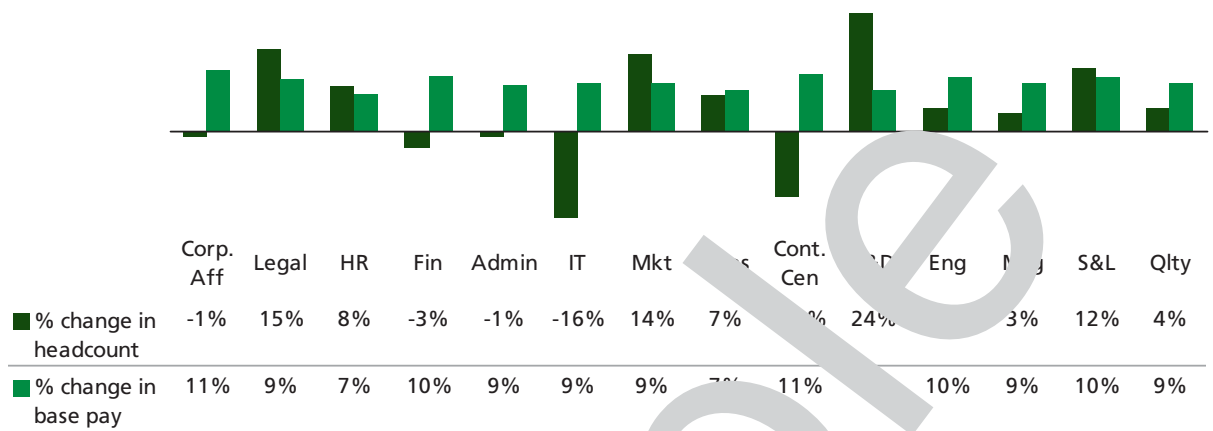
Change in employees and base pay over the previous year by job family – Asia Pacific, 2007



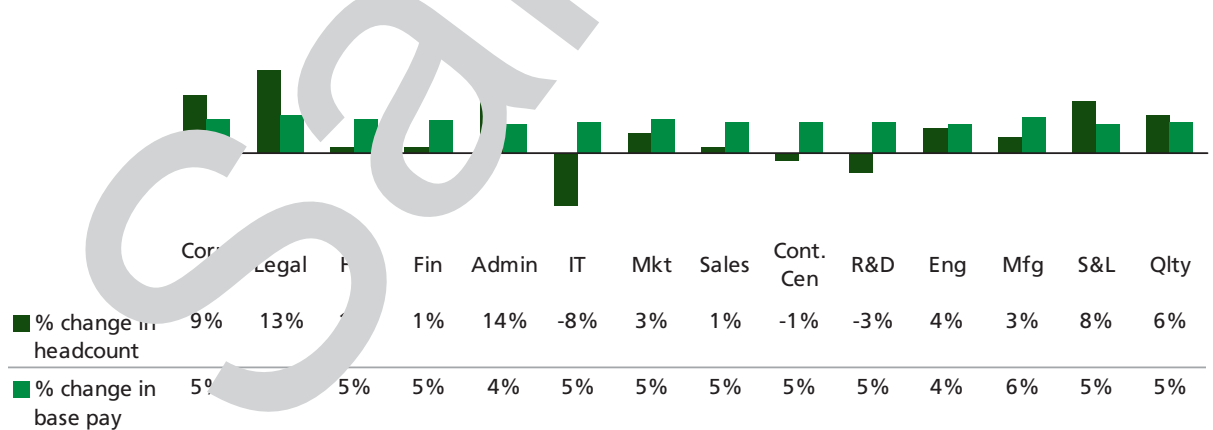
Change in employees and base pay over the previous year by job family – Australia/New Zealand, 2007



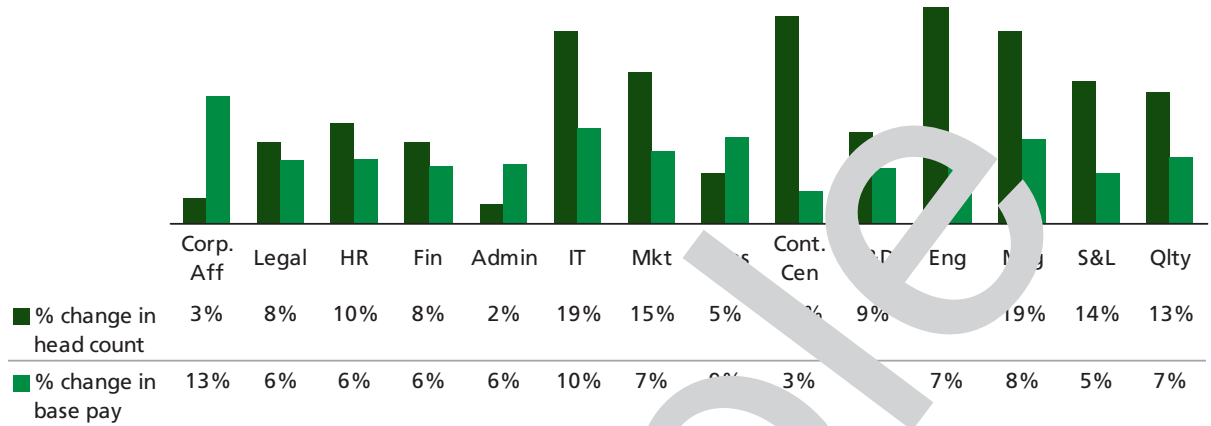
Change in employees and base pay over the previous year by job family – Eastern Europe, 2007



Change in employees and base pay over the previous year by job family – Western Europe, 2007



Change in employees and base pay over the previous year by job family – Latin America, 2007



Change in employees and base pay over the previous year by job family – North America, 2007

