

# 2012 AFRICA AND THE MIDDLE EAST COMPENSATION AND BENEFITS FORUM



# AFRICA AND THE MIDDLE EAST COMPENSATION AND BENEFITS FORUM (AMECBF)

The AMECBF was successfully launched in 2007 in response to increasing client feedback concerning the absence of high-quality, consistent human resources information in these important, fast-emerging markets.

The forum, with the collaboration and partnership of leading multinational companies based in this region, covers all industries, offering maximum coverage and ensuring a high local participation rate.

## STEERING COMMITTEE

The Steering Committee is a group of companies which have volunteered to represent forum members to Mercer. It organises regular meetings with Mercer to ensure that the goals defined by its members are reached. The group includes:

- British American Tobacco
- Diageo
- Heineken
- Nestlé
- Procter & Gamble
- Unilever
- Global Remuneration Solutions (consultant, Mercer's partner)

## AFRICA AND THE MIDDLE EAST – TOTAL REMUNERATION SURVEYS THE FORUM CURRENTLY COVERS OVER 30 MARKETS IN AFRICA AND THE MIDDLE EAST

### AREA 1: NORTH AFRICA, THE MIDDLE EAST AND SOUTH AFRICA

- Algeria
- Bahrain
- Egypt
- Israel
- Kuwait
- Morocco
- Oman
- Pakistan
- Qatar
- Saudi Arabia
- South Africa
- Tunisia
- United Arab Emirates

### AREA 2: SUB-SAHARAN COUNTRIES (EXCLUDING SOUTH AFRICA)

- Angola
- Benin
- Botswana
- Cameroon
- Democratic Republic of Congo
- Gabon
- Ghana
- Guinea (Conakry)
- Ivory Coast
- Kenya
- Malawi
- Mali
- Mozambique
- Nigeria
- Republic of Congo
- Rwanda
- Senegal
- Tanzania
- Uganda
- Zambia
- Zimbabwe

The differences between areas 1 and 2 are based on the methodology used. All surveys are conducted in accordance with Mercer's global standards, follow a consistent survey format and are available through our online tools.

Visit [www.imercer.com/AMECBF](http://www.imercer.com/AMECBF) for further information and enrolment details.

### AREA 3: WEST, EAST AND CENTRAL AFRICA COUNTRIES

#### Condensed Total Cash Surveys

- Burkina Faso
- Equatorial Guinea
- Liberia
- Sierra Leone
- Burundi
- Ethiopia
- Madagascar
- Togo

The survey results are provided in PDF - format reports and can be purchased only by participating

# AMECBF MEMBERSHIP PROGRAMME

AMECBF is a unique forum created specifically for organisations and individuals managing compensation, benefits and expatriate packages within the region.

Joining the AMECBF membership programme enables you to become part of a network of organisations with access to information and services offered by Mercer.

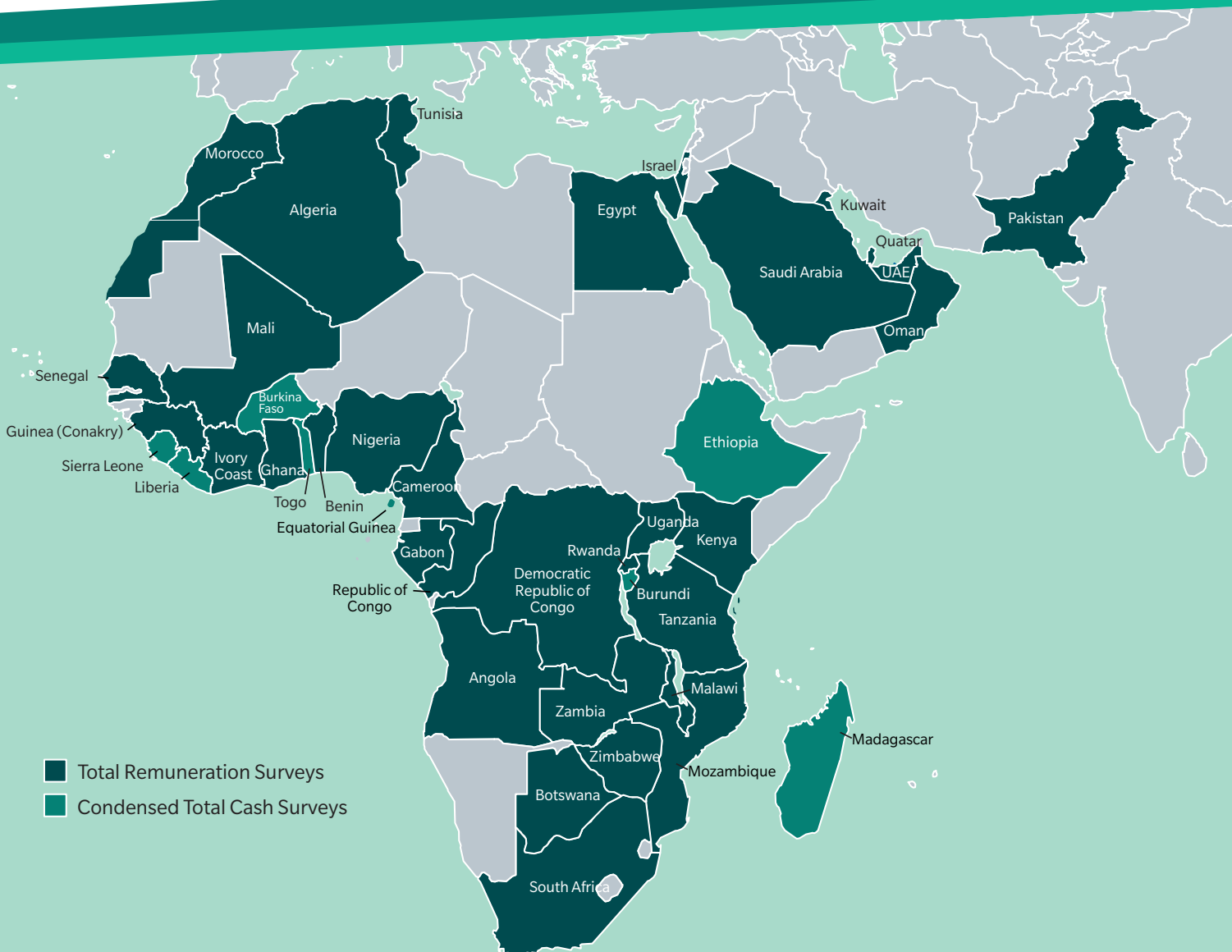
The membership programme offers a range of service options and benefits, including:

- Flexible membership packages to suit your organisation's specific requirements

- Two market pricings in available AMECBF countries for any company having WIN® or PayMonitor™ access to at least three reports within Africa and the Middle East region

- Free attendance at AMECBF conferences

Any company that participates in and purchases at least three compensation and benefits surveys in the Middle East or Africa region automatically joins the AMECBF membership programme.



# AFRICA AND THE MIDDLE EAST TOTAL REMUNERATION SURVEYS

The aim of the surveys is to provide employers with detailed information on current compensation and benefits packages.

## WHAT CAN YOU EXPECT FROM OUR PRODUCTS?

- Market data on all industries, including consumer goods, durable, energy, finance/banking, high-tech and services
- Local staff compensation and benefits data, job levels from unskilled and semi-skilled to top management and executives
- Detailed coverage of all components of the compensation package, including basic salaries, allowances, performance incentive programs, descriptions of medical and retirement plans, and perquisites practices
- Report delivery through our online tools, PayMonitor™/ Mercer WIN®, which enables you to customise data

## MERCER'S TOTAL REMUNERATION SURVEYS ARE MADE UP OF FIVE COMPONENTS

### BASE SALARY

(Monthly Base Salary times the number of months paid)

### TOTAL GUARANTEED CASH COMPENSATION

(Base salary plus guaranteed allowances)

### TOTAL CASH COMPENSATION

(Total guaranteed cash compensation plus short-term incentive, sales incentive, profit sharing or other incentive awards)

### TOTAL DIRECT COMPENSATION

(Total cash compensation plus long-term incentive awards, valued using Black-Scholes methodology for appreciation-based awards)

### TOTAL REMUNERATION

(Total direct compensation plus benefits and perquisites)

## BENCHMARK METHODOLOGY AND DATA COLLECTION PROCESS

REGION	COMPENSATION COMPONENTS	METHODOLOGY	DATA COLLECTION PROCESS
North Africa	Base Salary Total Guaranteed Cash Compensation Total Cash Compensation	Mercer Universal Position Coding System (MUPCS), job position matching combined with a job grading system. International Position Evaluation (IPE) available.	Launch and post-survey meetings, data submitted by questionnaire. Job matching assistance available on request.
Middle East, South Africa	Base Salary Total Guaranteed Cash Compensation Total Cash Compensation Total Direct Compensation Total Remuneration		
Israel	Base Salary Total Guaranteed Cash Compensation Total Cash Compensation Total Direct Compensation Total Remuneration		
Sub-Saharan countries	Base Salary Total Guaranteed Cash Compensation Total Cash Compensation Total Direct Compensation Total Remuneration		
		Benchmarking based on eight grade levels and family codes instead of single positions. Correlation table with corresponding Mercer position classes available.	In-country data collection, usually within one or two weeks, with face-to-face job matching meeting with local HR representatives. Post-survey feedback meeting.

## WEST, EAST AND CENTRAL AFRICA CONDENSED TOTAL CASH SURVEYS

The West, East and Central Africa surveys present summaries of local practices in compensation, benefits and expatriate policies. The surveys are

based on an eight-level grading system correlated to the Mercer eIPE system; the levels represent employee groups from unskilled to top management.

### COUNTRIES COVERED IN 2011/2012 EDITION\*

- Burkina Faso
- Equatorial Guinea
- Liberia
- Sierra Leone
- Burundi
- Ethiopia
- Madagascar
- Togo

\*Q4 2011 data collection, Q1 2012 results delivery.

### THE SURVEY REPORTS PRESENT:

- Compensation data for local employees
- Employment benefit practices
- Expatriates' benefit practices
- Cost and quality-of-living index

Additional countries covered in future reports are subject to a minimum number of participating organisations. Potential countries and territories include Bissau, Cape Verde, Central African Republic, Djibouti, Eritrea, Gambia, Mauritania, Mauritius, Namibia, Niger, Reunion, Somalia, Somaliland, Sudan.

Survey results are provided in PDF format.



## PRICING TERMS AND CONDITIONS

	Participant rate (EUR)
African survey	2,800
Middle East: Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, UAE	2,515
South Africa	3,100
Israel	2,100
West, East and Central Africa Condensed Total Cash Survey	1,250

## AFRICA AND THE MIDDLE EAST COMPENSATION AND BENEFITS CONFERENCE

The first AMECB Conference was initiated in response to rapidly changing requirements in the emerging markets of Africa and the Middle East. In this region, companies are characterised by a need for high-quality market data and a solid peer platform for exchanging and developing HR practices.

This annual meeting of the forum consists of presentations from leading experts who share their knowledge, experiences and views on the main challenges related to the economic, business and HR landscapes in the region.

The programme includes high-level plenary sessions on major issues and the latest trends presented by experts and journalists, as well as interactive workshops where practical solutions are discussed.

Taking part in the conference provides a unique opportunity to:

- Hear insights and perspectives on key issues that HR practitioners face in the region
- Learn from the experiences of others through case study presentations
- Find out about sector trends and the issues identified by the remuneration data surveys

To learn more about the conference, please visit [www.imercer.com/AMECBConference](http://www.imercer.com/AMECBConference).

## ABOUT MERCER

Mercer is a leading global provider of consulting, outsourcing and investment services, with more than 25,000 clients worldwide. Mercer consultants help clients design and manage health, retirement and other benefits and optimise human capital.

The firm also provides customised administration, technology and total benefit outsourcing solutions. Mercer's investment services include global leadership in investment consulting and multi-manager investment management.

Mercer's global network of 17,000 employees, based in more than 40 countries, ensures integrated, worldwide solutions. Our consultants work with clients to develop solutions that address global and country-specific challenges and opportunities. Mercer is experienced in assisting both major and growing midsize companies. Providing high-quality human resource information is an integral part of our business.

Around the world, Mercer conducts more than 600 compensation, benefit, total remuneration and employee mobility surveys. Our software solutions help organisations align compensation and benefit programmes with strategic business objectives.

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## ABOUT MERCER'S PARTNERS GLOBAL REMUNERATION SOLUTIONS (GRS) IN ALL SUB-SAHARAN COUNTRIES

GRS is a leading compensation and benefits company in the sub-Saharan region. Its expertise in running surveys is supported by Mercer's methodologies and technologies. In partnership with GRS, Mercer provides its clients with top-quality compensation information:

- Total Remuneration Surveys, which have been conducted in Africa for nearly 10 years
- West, East and Central Africa Condensed Total Cash Survey Reports – new in 2009

## DIORH IN MOROCCO

DiorH is a reliable and quality-orientated compensation reports provider with several years of practice in the field of human resource management. Its high level of service was the main reason Mercer chose DiorH as its lead partner in this market.

## ZVIRAN CONSULTING AND SURVEYS IN ISRAEL

Zviran Consulting and Surveys has been operating in the Israeli market since 1984. It grew to become a leading provider of professional services, including compensation and benefits surveys. Considered the most reliable and trusted Israeli consulting company, Zviran became Mercer's partner for this market in 2008.

## PAYMED CONSULTING AND SURVEYS IN ALGERIA, EGYPT AND TUNISIA

PAYMED Consulting was founded by Haykel Barbouch, who was previously a consultant within the Mercer Information Product Solutions team in Paris.

PAYMED began their operations in these countries on 1 January 2012. They are headquartered in Tunis, Tunisia.

For further information, please contact  
your local Mercer office or visit our website at:  
[www.mercer.com](http://www.mercer.com)  
[www.imercer.com/AMECBF](http://www.imercer.com/AMECBF)

Argentina	Mexico
Australia	Netherlands
Austria	New Zealand
Belgium	Norway
Brazil	Peru
Canada	Philippines
Chile	Poland
China	Portugal
Colombia	Saudi Arabia
Czech Republic	Singapore
Denmark	South Korea
Finland	Spain
France	Sweden
Germany	Switzerland
Hong Kong	Taiwan
India	Thailand
Indonesia	Turkey
Ireland	United Arab Emirates
Italy	United Kingdom
Japan	United States
Malaysia	Venezuela

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