

# MERCER



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International catalog

**Compensation, mobility,  
and benefit solutions –  
the authoritative source**

Consulting. Outsourcing. Investments.



*Understanding the competitive landscape for pay, benefits, and other key human resource metrics is critical. When you have HR responsibilities on an international scale, complicated issues can become more complex. You need to respond to challenges, such as building a consistent global pay strategy, ensuring external competitiveness, and maintaining internal equity worldwide.*

*To be internationally successful, you need immediate access to economic trend analysis, statutory benefit practices, and pay differentials across the globe. In addition to having the right information, you also need to know how to use the data strategically and cost-effectively. When you have effective tools with accurate and reliable information, you are then ready to make solid recommendations.*

*Mercer understands what it takes for you to be successful. Leading human resource professionals depend on Mercer because they trust us as the authoritative source for global human resource solutions.*

This catalogue provides product overviews. For detailed information and online ordering, please visit **[imercer.com](http://imercer.com)**.

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# Mercer Select Global Insights Selections

[imercer.com/selectinsights](http://imercer.com/selectinsights)

The premium subscription of 50 reports includes the following plus up to 10 new surveys. All reports are in PDF format.

## Reports

### Benefits

International Car Policies – All three volumes

Severance Pay around the World

Worldwide Benefit and Employment Guidelines – All five volumes

Worldwide Social Security Trends

### Compensation

Global Compensation Planning Report

Global Pay Summary – All four volumes

Global Salary Movements

HR Salaries Worldwide

International Geographic Salary Differentials

Pay Differentials – All four volumes

Salary Structures around the World

Sales Salaries around the World

Short-Term Incentives around the World

Total Employment Costs around the World

### Global Mobility

Global Expatriate Housing Costs

International Assignments Survey

Personal Taxation around the World

### Policies and Practices

Comparative HR Outlook in Brazil, Russia, India, and China

Global Attraction and Retention Survey

Global HR Econometrics

Global Total Rewards Survey

HR Atlases – All four volumes

HR Outlook – All three volumes



## Benefits Survey for Expatriates and Globally Mobile Employees

[imercer.com/expatbenefits](http://imercer.com/expatbenefits)

The Mercer Benefits Survey for Expatriates and Globally Mobile Employees identifies policies and trends for providing employee benefit programs for globally mobile employees.

The report highlights current trends to help organizations offer competitive, equitable benefit programs. Major elements include:

- Retirement benefits
- Medical benefits
- Risk benefits
- Localization
- General policies and trends



Price	USD \$ 1,100
Publication	October Every two years
Coverage	200+ organizations
Delivery format	PDF



## Compendium of Expatriate Compensation in Singapore

[imercer.com/singaporecompendium](http://imercer.com/singaporecompendium)

The Compendium covers budget, standard, and premium compensation packages of traditional long-term expatriates to Singapore from a selected range of home countries: Australia, France, Germany, India, Japan, Sweden, Switzerland, United Kingdom, and United States.

Key features include:

- Detailed overview of Singapore as a host country with key data (exchange rates, GDP growth, inflation, unemployment, quality of living, tax and social security)
- Overview of international assignment packages
- Net values of home country base salary, cost-of-living allowance, mobility premium, education cost for one child, housing benefits, and car benefits



Price	USD \$ 1,650
Publication	February
Coverage	Singapore
Delivery format	PDF



## International Car Policies

[imercer.com/carpolicies](http://imercer.com/carpolicies)

A company car is an important benefit for attracting and retaining top talent. International Car Policies is a valuable reference guide helping you define new strategies and manage your car policy in the most effective way and allowing you to:

- Highlight differences in car policy practices across key markets
- Identify cost-saving measures
- Benchmark your car policy with others in the market

Covering 73 countries around the world, Mercer's International Car Policies report provides information on allocation policies, cash alternatives to cars, and associated tax regulations.



Price Americas	USD \$	520
Asia-Pacific	USD \$	520
Europe, Middle East & Africa	USD \$	520

<b>All volumes</b>	<b>USD \$ 1,250</b>
	<b>Best Value</b>

Publication	February
Coverage	73 countries
Delivery format	PDF



## Severance Pay around the World

[imercer.com/severancepractices](http://imercer.com/severancepractices)

Terminations, layoffs, and downsizing are common in today's turbulent economy. Employers must know local severance requirements before terminating employees; they also need to evaluate how downsizing will affect corporate finances and reputation. This report helps address challenges in devising effective severance programs when terminating employees.



Price	USD \$	910
Publication	September	
Coverage	26 countries	
Delivery format	PDF	



# Worldwide Benefit and Employment Guidelines [imercer.com/wbeg](http://imercer.com/wbeg)

Worldwide benefit and employment guidelines is the most comprehensive and reliable resource for managing your global workforce. Wherever you have operations, you need reliable information on employment conditions, statutory employee benefits, and typical employer benefit practice. Keeping track of the continual changes in laws and regulations around the world is time-consuming and expensive.

With extensive analysis and narrative reports, the Worldwide Benefit and Employment Guidelines is the definitive reference on mandatory and private benefit practices around the world. Offering unparalleled quality and depth of data and analysis from 65 countries, WBEG is available in five easy-to-use volumes for the major economic regions of the world.

## WBEG online

**WBEG subscription** – access WBEG and its comparators online to instantly compare specific categories of benefits between countries

**Employment Conditions Comparator** – compare specific employment provisions and contract features between countries

**Statutory Benefits Comparator** – evaluate statutory benefits and contributions required by law between countries



Price	Americas	USD \$ 1,220
	Asia-Pacific	USD \$ 1,630
	Eastern Europe	USD \$ 1,630
	Middle East & Africa	USD \$ 1,220
	Western Europe	USD \$ 1,630

**All volumes** **USD \$ 6,500**  
**Best Value**

Publication	July
Coverage	65 countries
Delivery format	PDF



# Global Compensation Planning Report

[imercer.com/gcpr](http://imercer.com/gcpr)

You need reliable economic indicators and compensation planning information in order to make business decisions that are aligned with your global workforce strategy. Covering 89 countries around the world, Mercer’s Global Compensation Planning Report (GCPR) is the leading source of information on economic and salary increase trends. The detailed narratives for each country include observations on GDP, inflation, and employment indicators.

More content, more often:

- GCPR is updated quarterly with vital pay data available in January, April, July, and October. You can choose any two reports or all four.
- Enhanced coverage of emerging markets Africa, Asia, Central and Eastern Europe, and Middle East.
- When you request the four quarterly GCPRs, you will receive personalized responses to report queries within two business days.

## Each Report Contains

Salary increase trends

Economic indicators and trends

GDP growth

Inflation

Unemployment rates

Regional overviews

Short-term incentives



### Price

Any two reports

USD \$ 950

All four reports

USD \$ 1,900

### Publication

January, April, July, and October

### Coverage

89 countries

### Delivery format

PDF



## Global Memberships

[imercer.com/membership](https://imercer.com/membership)

### Total Remuneration Membership Option

Mercer Total Remuneration Surveys (TRS), conducted annually worldwide, collect information on both compensation and benefits for local employees. The TRS have a unique common framework that provides a one-source solution for obtaining market data anywhere in the world. Through the membership you can rely on Mercer to coordinate the global data collection in all regions where you have operations. This process enables us to provide you with clear and consistent results that you can rely on.

Join some of the world's leading organizations using Mercer as their source of consistent, reliable, global total remuneration data. Enhance the value of your Total Remuneration Surveys with a Membership program that includes:

**Preferential pricing** – multi-country membership savings

**Dedicated membership relationship manager** – personal and privileged communications with a relationship manager who coordinates your services around the globe

**Complimentary publications** – Mercer Global Compensation Planning Report and others

**Optional services** – market reviews, interpretation, and recommendations

**Personalized services** – implementation, project management, communication, and training

Consolidate the purchase of your international benchmarking data with a Mercer membership program to ensure the most cost-effective means of acquiring this information – all with the highest level of service to assist you in managing these resources.

### Global Mobility Membership Option

The membership offers a partnership between you and Mercer to share common solutions and approaches. This option provides you with the essential tools to manage your international assignments worldwide in a cost-effective and efficient manner. We will assist in selecting the membership option that best fits your needs. You may opt to have complete access to the global database or choose a flexible package based on the countries where you need information.

# Total Remuneration Surveys

[imercer.com/trs](https://imercer.com/trs)

Wherever you have operations, Mercer Total Remuneration Surveys (TRS) provide consistent, high-quality market data, including all forms of cash compensation, long-term incentives, and benefits. The surveys cover 250 benchmark positions from the executive to administrative level in more than 90 countries across all regions.

Human resource professionals at the world's leading organizations obtain this information from Mercer to remain cost-effective and competitive in the global marketplace.

## Mercer PayMonitor® [imercer.com/paymonitor](https://imercer.com/paymonitor)

TRS surveys delivered through Mercer PayMonitor make market pricing a snap. This online tool allows quick access to market data using template reports or custom reports specific to the situation.

### What do you receive?

**Survey overview** – general review of typical salary practices, compensation mixes, employment trends, and human resource economic indicators

**Benefits summary** – information on benefit practices and typical provisions including retirement, profit-sharing, long-term incentives, and perquisites, i.e., company cars and club memberships

**Actual market data** – detailed market analysis of individual positions within job families

**Market regression** – regression statistics and graphs for each of the major components of total remuneration

**Custom analysis** – generate custom statistics tailored to your needs based on peer groups, revenue size, and total employees

### Evaluate the total reward package

Total Remuneration Surveys are made up of five components providing a complete picture of total remuneration data.

COMP 1	<b>Annual base salary</b> (Monthly base salary times the number of months guaranteed)
COMP 2	<b>Total annual non-variable remuneration</b> (COMP1 plus other guaranteed or legally required cash payments)
COMP 3	<b>Total annual cash remuneration</b> (COMP2 plus short-term incentives)
COMP 4	<b>Total annual cash and long-term incentives</b> (COMP3 plus value of long-term incentive programs)
COMP 5	<b>Total remuneration</b> (COMP4 plus values of most prevalent benefits and perquisites)



# Global Pay Summary

[imercer.com/gps](http://imercer.com/gps)

Designed as a valuable aid for busy HR professionals, Mercer’s Global Pay Summary (GPS) is a quick reference guide providing at-a-glance, current pay information from around the world. GPS reports cover 61 countries and are available in four regional volumes – Americas, Asia-Pacific, Eastern Europe and Middle East, and Western Europe. The reports help you stay up-to-date with global salary trends, enabling fast, informed decision making without the need to refer to weighty surveys. GPS provides simple, easy-to-read salary information for 50 benchmark positions across 11 job families. The positions covered range from entry level to management roles and include:

Administration	Information technology
Corporate affairs	Operations
Engineering	Research and development
Finance	Sales and marketing
General management	Supply and logistics
Human resources	



Price	Americas	USD \$	540
	Asia-Pacific	USD \$	540
	Eastern Europe, Middle East	USD \$	540
	Western Europe	USD \$	540

<b>All volumes</b>	<b>USD \$ 1,800</b>
	<b>Best Value</b>

Publication	January
Coverage	61 countries
Delivery format	PDF



## International Geographic Salary Differentials [imercer.com/intlgeo](http://imercer.com/intlgeo)

The Mercer International Geographic Salary Differentials report features core information for HR professionals looking to compare salary levels around the world, move expatriates to new locations, and gather detailed information about different countries in terms of gross and net compensation, tax, and social security rates.

The report presents salary differentials in easy-to-read tables on a country-by-country basis and allows you to:

- Highlight overall salary differences
- Identify cost-saving opportunities in regional and global recruiting
- Compare salary differentials for six position levels
- Determine real value of salaries in different countries, considering taxes and social security rates



Price	USD \$ 910
Publication	January
Coverage	60 countries
Delivery format	PDF



## Salary Structures around the World [imercer.com/salarystructures](http://imercer.com/salarystructures)

The Mercer Salary Structures around the World report is designed to provide readers with a quick reference to the current trends in salary structure and components for key job families and career levels. This report will serve as a good starting point for organizations attempting any redesign of their salary structures across the globe. Across three regions, Americas, Asia Pacific, and Europe, this report will help you:

- Understand typical salary structures in several emerging markets designed to motivate and retain employees
- Optimize profit margins by effectively managing labor cost
- Gather handy information on payout differences in developed and emerging markets



Price	USD \$ 910
Publication	April
Coverage	73 countries
Delivery format	PDF



## Short-Term Incentives around the World

[imercer.com/stiworld](http://imercer.com/stiworld)

Over the last few years, there has been a perceived increase in demand for information relating to the short-term incentive trends around the world. Mercer comes out with the first comprehensive study on international short-term incentive trends across 48 key markets around the world. The report begins with an approach where company survey statistics are aggregated to the country level to consolidate incentive practice information. Then, cross-country comparisons are prepared. Annual (target and actual paid) and short-term incentive practices are given for each country and aggregated to depict the incentive practice in each region.



Price	USD \$ 910
Publication	January
Coverage	48 countries
Delivery format	PDF



## Total Employment Costs around the World

[imercer.com/employmentcosts](http://imercer.com/employmentcosts)

The Total Employment Costs around the World report is designed to assist HR and business managers in assessing employer costs. This report provides clients with an easy-to-read analysis of total employment costs and total employee value in these key markets. It contains regional and country sections relating to all aspects of the costs of employment for an employer, specifically: annual base salary and annual total remuneration, social security contributions, company cars, and other benefits.

### Allows managers to:

- Highlight overall differences for selected executive, management, professional, and para-professional positions around the world
- Identify cost saving opportunities in regional and global talent recruiting
- Gain valuable insights on critical total employment cost issues and challenges facing companies around the world
- Acquire key reference information for business planning
- Identify cost opportunities



Price	USD \$ 910
Publication	March
Coverage	58 countries
Delivery format	PDF



## Compensation Management Services

[imercer.com/compensationcosourcing](http://imercer.com/compensationcosourcing)

Compensation management services is a partnership between the human resource and compensation function in an organization and Mercer. Both share the responsibility of technology, transactions, analysis, and strategic design. Mercer offers:

**Unmatched scope of resources** – world’s largest compensation capability with consultants, analysts, and technology specialists in 40 countries

**Leading-edge technology** – capitalize on industry-leading compensation management technology tools, including ePRISM® and eIPE Unlimited

**Global data resources** – the most comprehensive compensation, benefits, total remuneration, and expatriate information for 70+ countries

**Flexibility** – Mercer works to identify the precise combination of services and level of interaction you need to ensure optimal service



## eIPE Unlimited

[imercer.com/eipe](http://imercer.com/eipe)

This tool is used for job leveling. It uses the Mercer International Position Evaluation System (IPE), a global point factor rating approach. Together they enable users to access information online to overcome the ambiguities that arise when comparing by job titles alone. Compare positions within job families and across different business units and countries in four simple steps.



## ePRISM® MAX

[imercer.com/eprism](http://imercer.com/eprism)

Combining compensation-specific tools with powerful analytics, ePRISM helps evaluate data, plan strategies, and execute compensation programs with confidence. Use this on-demand, comprehensive salary management and budgeting tool to:

- Assess pay equity and competitiveness globally
- Identify and address at-risk areas
- Analyze the impact of salary and range adjustments
- Build a single database for global compensation management



## ePRISM® PRO

[imercer.com/eprism](http://imercer.com/eprism)

This NEW solution accesses ePRISM MAX without investing in a fully-configurable system. Using ePRISM PRO will reduce costs and increase the efficiency of the compensation process.

Organizations can:

- Manage survey library of both Mercer and non-Mercer data
- Monitor specific jobs to analyze competitive position
- Ensure the value of reward programs
- Enhance the analysis credibility and improve response
- Save time and effort answering survey providers



Offering the right expatriate package is a major factor in attracting, retaining, and motivating your global workforce. Global HRMonitor acts as a single source, supporting you in all aspects of managing your expatriate employees on a worldwide and/or regional basis. The reports and built-in calculators allow you to customize the data to your own specific needs and to obtain the best return on investment from your international assignments.

Global HRMonitor tools support both traditional solutions, such as home country balance sheet calculations, as well as new solutions to intra-regional and third-country-national transfers, all using state-of-the-art technology. These online tools allow users to customize our data and ensure the timely delivery of high-quality information, presented in a manner that meets the needs of individual HR programs, administrators, and employees.

### **Global HRMonitor values:**

- Make expatriate balance sheet calculations easily
- Address expatriate cost-of-living issues
- Compensate employees on short-term assignments
- Set quality-of-living/hardship allowances
- Assess expatriate tax issues
- Understand global statutory benefit and employment conditions
- Compare expatriate packages with local pay and benefits
- Review key economic indicators

### **Global HRMonitor Calculators:**

- Cost-of-Living Index Calculator  
tailors your COL index calculations
- Cost-of-Living Allowance Calculator  
provides COLA – Goods & Services
- Expatriate Accommodation Cost Calculator  
provides housing allowances
- Short-Term Assignment Allowance Calculator  
determines the daily living costs of your employees
- Quality-of-Living Calculator  
determines hardship allowance based on QOL differentials
- Hypothetical Personal Tax Calculator  
provides net-to-gross and gross-to-net calculators
- Expatriate Compensation Calculator  
computes expatriate balance sheet calculations

### **Global HRMonitor Reports:**

- Economic Indicators
- Cost-of-Living Reports
- Expatriate Accommodation Costs Reports
- Short-Term Assignment Allowance Tables
- Quality-of-Living Reports
- Personal Tax Reports
- Employee Mobility Guides
- Compensation Reports
- Benefits Reports
- Statutory Benefits Reports
- Employment Condition Reports

Visit [imercer.com](http://imercer.com) or contact us for details.

## Cost-of-Living

[imercer.com/col](http://imercer.com/col)

To encourage mobility and to manage your international assignment costs, you need precise information to calculate fair, consistent expatriate compensation packages. With offices in 41 countries and territories, Mercer brings you factual, objective price information from over 290 cities around the world.

Based on more than 200 goods and services, our semi-annual surveys are conducted by professional researchers simultaneously in each of the locations we cover. Carefully chosen vendors reflect only those outlets where your expatriates can buy goods and services of international quality.

### Report includes:

- City-to-city index comparison
- Spendable income table
- Home country housing norms
- Expatriate accommodation costs
- Education costs
- Business travel expenses
- Actual price lists



Price	USD \$ 585 per city
Publication	May/November
Coverage	290 locations
Delivery format	PDF or Global HR Monitor

## Personal Tax Reports

[imercer.com/pt](http://imercer.com/pt)

The Mercer Personal Tax Reports are authoritative guides on tax requirements and social charges in nearly 70 countries worldwide. The reports outline, in simple-to-read terms, how the tax system is built and the implications for both local executives and expatriates. They summarize individual liability for tax and social charges.

The reports include comprehensive tax tables that show the effective tax burden on a wide range of salaries for single persons, married couples, and married couples with two children.

Personal Tax Reports available online through Mercer Global HRMonitor®.



Price	USD \$ 490 per country
Publication	Annually
Coverage	70 countries
Delivery format	PDF or Global HR Monitor



## Quality-of-Living

[imercer.com/qol](http://imercer.com/qol)

To encourage employment mobility and keep abreast of the competition, you need reliable information to calculate fair, consistent expatriate allowances. Based on 39 factors within ten categories, Mercer's Quality-of-Living Reports contain all the key elements you need to calculate hardship allowances for transfers to over 280 cities worldwide. "Hardship allowance" refers to premium compensation paid to expatriates who experience, or should expect to experience, a significant deterioration in living conditions in their new host location.

Our reports are based on annual responses to a questionnaire developed by international Mercer professionals, working closely with major multinational companies and other experts in the field.



Price	USD \$ 390 per city
Publication	November
Coverage	280+ locations
Delivery format	PDF or Global HR Monitor



## Survey of Expatriate Housing Costs and Practices in Major Cities Worldwide

[imercer.com/expathousing](http://imercer.com/expathousing)

Housing remains one of the most sensitive issues in the expatriate package negotiation process because of its cost and impact on the assignee and family. Mercer expatriate accommodation costs information helps make informed expatriate housing decisions.

This report presents housing policies and practices as well as complete, current housing-related cost survey data to help you apply them.



Price	USD \$ 1,950
Price for 17 major Asian cities	USD \$ 1,000
Publication	April
Coverage	50 cities
Delivery format	PDF



## International Assignments Survey

[imercer.com/ia](http://imercer.com/ia)

The Mercer International Assignments Survey is a well-established source of information on expatriate management that addresses key issues that impact international assignments. Find out how leading multinational companies worldwide address the expatriate management issues you are facing.

Transferring employees abroad, for short-term, long-term or permanent assignments, is more challenging than ever. Align your company practices and policies with the best practices in international assignment programs.



Price	USD \$ 1,110
Publication	May Every two years
Coverage	200+ organizations
Delivery format	PDF



## Mercer ExpatMonitor™

[imercer.com/expatmonitor](http://imercer.com/expatmonitor)

The Mercer ExpatMonitor is an enhanced expatriate compensation calculation management tool. This tool allows users to perform expatriate compensation calculations in compliance with their organization’s policy, review/update these calculations, track deviations from policy, perform what-if calculations, and issue reports. All information on your international assignees is collected in a single-web-platform.

### Main features:

- Automates expatriate compensation calculations and facilitates updates
- Reports various costs for selected population of assignees
- Provides expatriate compensation elements in one place

### Key advantages:

- Simple and user-friendly yet powerful and sophisticated
- Usable off-the-shelf tool yet highly configurable
- Directly access Mercer mobility data yet useable with other data sources
- Able to evolve with your needs and benefit from regular updates
- Cost effective
- Developed in partnership with our clients by in-depth experts in global and local compensation management



## MercerPassport®

[imercer.com/mercerpassport](http://imercer.com/mercerpassport)

The MercerPassport suite of web-based services is a valuable source of reference information that will help expatriates learn what it’s really like to live in another country. It provides the whole family with a clear understanding of how to appreciate and adapt to life in a new location, as well as essential practical guidance about moving abroad and acclimating to a new home.

### MercerPassport values:

- World premier country guides
- NEW Start Guides include 36 country reports that outline procedures and requirements for visiting or relocating to up-and-coming locations
- Quality-of-living information covering 280+ cities
- Work Permit portal provides advice and sourcing work permits for accompanying spouses or partners
- CostAdvisor compares the price of everyday items to help expatriates keep a tighter control on personal finances
- News and exclusive articles by experts who discuss candidly the challenges of international expatriate life and how family members may be affected

Price	USD \$ 455 per country
Price Start Guide	USD \$ 325 per country
Publication	Annually
Coverage	92 countries

## Global Attraction and Retention Survey

[imercer.com/globalattraction](http://imercer.com/globalattraction)

The Mercer Global Employee Attraction and Retention Survey captures all-inclusive, in-depth information on a range of issues dealing with the singular challenge of attracting and retaining valuable human capital.

By deploying Mercer's mature retention framework developed from global retention studies, this report allows you to analyze the issue from a multi-perspective view of compensation, benefit, career, and supporting mechanisms. This report will give HR professionals better insights into attraction and retention practices as well as allow them to analyze turnover statistics, trends, and the reasons employees leave. The findings are sure to assist in understanding the dynamics of the issue and then developing your own strategy to attract, keep, and improve your workforce.



Price	USD \$ 950
Publication	October
Coverage	100+ participants
Delivery format	PDF

## Global HR Econometrics

[imercer.com/globalhreconometrics](http://imercer.com/globalhreconometrics)

The Global HR Econometrics report will help you develop an improved HR strategy aligned with international trends and issues. This annual resource offers you practical advice on a range of human capital concerns, topics, and trends, allowing you to successfully manage your global workforce.

The report provides vital HR and economic indicators that allow managers to:

- Acquire key reference information for business planning
- Gain insights into macroeconomic trends, socio-economic, and HR related facts
- Assess global HR, compensation, and expatriation trends



Price	USD \$ 950
Publication	June
Coverage	62 countries
Delivery format	PDF



## HR Atlases

[imercer.com/hratlas](http://imercer.com/hratlas)

Using data from Mercer’s unmatched databases, each regional HR Atlas is packed with essential information broken into six main categories and presented for all countries within the region. Each report provides a wealth of information that organizations need to evaluate HR issues and trends. In addition to tracking major economic indicators, they offer comprehensive data on the crucial issues in managing a growing mobile talent pool.



Price Americas	USD \$	950
Asia-Pacific	USD \$	950
Europe	USD \$	950
Middle East & Africa	USD \$	950

**All volumes USD \$ 2,660 Best Value**

Publication		
Americas		February
Asia Pacific		May
Europe		November
Middle East/Africa		April
Delivery format		PDF



## HR Outlook

[imercer.com/hroutlook](http://imercer.com/hroutlook)

With dynamic economic growth, the need to understand HR issues is essential to build competitive, equitable strategies. Mercer’s comprehensive market data and local consulting expertise help organizations navigate the current HR environment. Each report provides you with information on:

- Emerging HR issues and trends
- Labor outlook
- Compensation trends
- Benefits practices
- Expatriation issues



Price China	USD \$	950
India	USD \$	950
Russia	USD \$	950
Publication		March
Delivery format		PDF

## 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 optimize human capital. The firm also provides customized 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 more than 18,000 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, mid-size 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 organizations align compensation and benefit programs with strategic business objectives.



## International Contacts

Asia	<a href="http://imercer.com/asia">imercer.com/asia</a> +65 6327 5377 <a href="mailto:hrrsolutions.ap@mercer.com">hrrsolutions.ap@mercer.com</a>
Australia/ New Zealand	<a href="http://imercer.com/australia">imercer.com/australia</a> +612 8864 6985 <a href="mailto:customerservice@mercer.com">customerservice@mercer.com</a>
Canada	<a href="http://imercer.ca">imercer.ca</a> +1 800 631 9628 <a href="mailto:info.services@mercer.com">info.services@mercer.com</a>
Europe	<a href="http://imercer.com/europe">imercer.com/europe</a> +41 22 869 3000 <a href="mailto:client.services.geneva@mercer.com">client.services.geneva@mercer.com</a>
Latin America	<a href="http://imercer.com/latinamerica">imercer.com/latinamerica</a> +1 305 341 5009 <a href="mailto:adreaana.manuitt@mercer.com">adreaana.manuitt@mercer.com</a>
Middle East/ Africa	+33 1 5521 3571 <a href="mailto:anna.chabbat@mercer.com">anna.chabbat@mercer.com</a>
USA	<a href="http://imercer.com/us">imercer.com/us</a> +1 800 333 3070 <a href="mailto:surveys@mercer.com">surveys@mercer.com</a>