

2011 Catalogue

## Global Insights Catalogue

Knowledge to help you assess HR practices and policies around the world

# 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 multimanager investment management.

Mercer's global network of more than 20,000 employees, based in over 40 countries, helps ensure 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.

The company is a wholly owned subsidiary of Marsh & McLennan Companies, which lists its stock (ticker symbol: MMC) on the New York, Chicago and London stock exchanges.

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# Introduction

**Knowledge is power. Having the most current, accurate HR information in your hands can give you the power to invest your human capital wisely around the world.**

Conducting business in more than one country just keeps getting more complicated. Growing demand for your company's goods or services may mean that you need to expand your operations far from your headquarters. But should you send expatriate staff? Hire locally? Or consider one or more "sourcing" options – outsourcing, near-sourcing, co-sourcing?

You know you need to build a consistent global pay strategy to ensure external competitiveness and maintain internal equity worldwide. But how can you possibly keep track of economic developments, salary trends and statutory benefits in multiple countries with an economic environment that gets more dynamic every year?

Mercer can help. We produce some of the most current, accurate information available for HR decision-makers, and we are proud to present our popular surveys and reports in this catalogue. In response to demand from readers of past editions, we are providing more analysis in each of our reports. And in 2011, we are launching web-based versions of our two most popular reports, the **Global Compensation Planning Report** and the multi-volume **Worldwide Benefit and Employment Guidelines** to give you even more current data and analysis. Read on for details.

We encourage you to check our website at [imercer.com/globalinsights](http://imercer.com/globalinsights) from time to time to see the latest offerings. Another reason to check our site is to see our continually updated video resources and podcasts, which give you new ways to get the information and analysis you need to stay current with international developments.

Leading HR professionals get their information from Mercer because they trust us as the authoritative source for competitive HR information.

This catalogue summarises our global publications. Go to [imercer.com/globalinsights](http://imercer.com/globalinsights) for details and to order on line.

Benefits

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# International Car Policies

What drives car benefits policies around the world?



<b>Category:</b>	Benefits	<b>Price:</b>		
<b>Publication:</b>	February	Americas	EUR	400
<b>Coverage:</b>	76 countries	Asia Pacific	EUR	400
<b>Ref. code:</b>	11-ICP-PU	Europe/ Middle East	EUR	400
<b>Format:</b>	PDF	<b>Global edition</b>	EUR	960 <b>(Best value)</b>

## How you can use this report:

A company car is an important benefit for attracting and retaining top talent. Mercer's **International Car Policies** report presents hard-to-find information that can help you define new strategies and optimise your car policy, allowing you to:

- Highlight differences in car policy practices across important markets
- Identify possible cost-saving measures
- Benchmark your car policy against others in the market

Based on responses from over 7,000 employers in 76 countries, this report provides information on allocation policies, cash alternatives to cars and associated tax regulations.

## Where does the data come from?

This report is based on data from Mercer country surveys conducted during 2010. USD values are based on conversion rates as of November 2010. Due to slight variations in norms and questionnaires within countries or regions, and in the number of participants per country, our data is more robust in some countries than in others.

## Of particular interest to:

HR executives and benefits specialists who need to know the specific terms of company car benefits to remain competitive; companies with expatriates in more than one country



# Worldwide Benefit and Employment Guidelines

Mercer's authoritative reference source for employment conditions, statutory benefits and typical benefits



<b>Category:</b>	Benefits	<b>Price:</b>	
<b>Publication:</b>	July	Americas	EUR 945
<b>Coverage:</b>	64 countries	Asia Pacific	EUR 1,260
<b>Ref. code:</b>	11-WBEG-PU	Central/ E Europe	EUR 1,260
<b>Formats:</b>	PDF, HTML	Middle East/ Africa	EUR 945
		W Europe	EUR 1,260
		<b>All 5 volumes</b>	EUR 5,040
			<b>(Best value)</b>

## How you can use this report:

Keeping track of constant changes in benefits laws and regulations in every country where you do business is time-consuming and expensive. **Worldwide Benefit & Employment Guidelines** is, simply, the most comprehensive, reliable resource available for managing your global workforce. Wherever you have operations, you need this report's reliable information on employment conditions, statutory employee benefits and typical employer benefit practices.

With extensive analysis and narrative reports, our **Worldwide Benefit & Employment Guidelines** is the definitive reference on mandatory and optional-but-typical benefit practices around the world. Offering unparalleled quality and depth of data and analysis from 64 countries, WBEG is available in five easy-to-use volumes for the major economic regions of the world. We also offer one-off country reports.

We rely on a global network of local Mercer experts to produce each year's WBEG report. These experts peer review the Guidelines' content not only in their home countries but also regionally and globally.

- **WBEG subscription** – access WBEG and its comparators online and instantly compare specific categories of benefits between countries
- **Employment Conditions Comparator** – compare specific employment provisions and contract features between countries
- **Statutory Benefits Comparator** – evaluate country-specific statutory benefits and contributions required by law

## Of particular interest to:

HR executives, benefits specialists, strategic planners, researchers and business writers who need to know the relative benefits employers offer (both mandatory and optional) in both major and emerging markets



# Worldwide Benefit and Employment Guidelines

## WBEG-Online



**Category:** Benefits **Price:** EUR 7,330

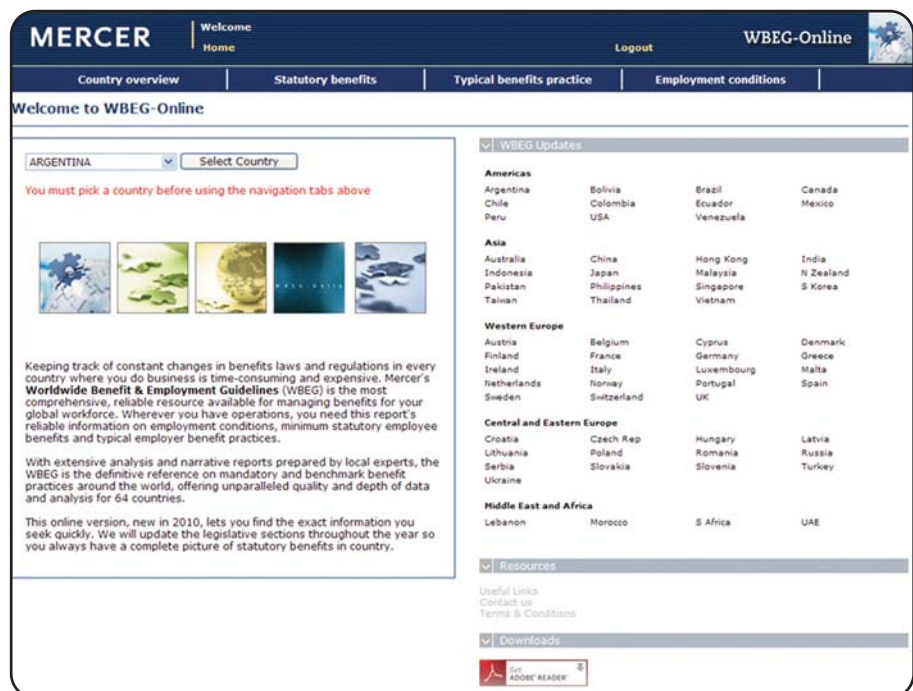
**Publication:** July

**Coverage:** 64 countries

**Ref. code:** 11-eWBEG-PU

**Formats:** PDF, HTML

## New for 2011- WBEG- Online



To give you immediate access to benefits information wherever you have an Internet connection, we are now offering the entire set of WBEG benefits reports in an online version. Your subscription gets you one year of access to WBEG-Online, where you can quickly find the precise benefit you want details about. Easily compare statutory minimum benefits against the standard practice in a country, and print out only the pages you want.

### You will get:

- Legislative updates on benefits monthly instead of annually
- Regular updates of content
- Benefits information you can download by country instead of by region

Compensation

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# Compensation Handbook

How well do you understand the basics of compensation?



<b>Category:</b>	Compensation	<b>Price:</b>	EUR 700
<b>Publication:</b>	September		
<b>Ref. code:</b>	10-CHB-PU		
<b>Format:</b>	PDF		

## How you can use this report:

Compensation decisions are no longer made only by experts. As even smaller businesses become more global in scope and talent becomes scarcer in some locations, managers at every level must understand the many interrelated elements of compensation. Today's organisational roles require everyone to understand business needs clearly and to speak the language of "pay" fluently. For employers, the challenge lies in balancing market forces and optimising internal budgets to attract and retain top talent.

For their compensation strategy to be successful, companies must consider many factors, including prioritising talent and differentiating employee performance and rewards. Mercer's **Compensation Handbook**, is a basic reference guide that covers:

- Compensation components and pay structures
- Incentivising and rewarding employees
- Types of incentives, allowances and equity plans
- Compensation planning, budgeting and benchmarking

This handbook – an excellent one-volume primer for both employers and employees – presents the major elements of compensation clearly and simply.

## Of particular interest to:

This handbook – an excellent one-volume primer for both employers and employees – presents the major elements of compensation clearly and simply.

# Engineering Salaries Worldwide

Concise pay information for key engineering positions



<b>Category:</b>	Compensation	<b>Price:</b>	EUR 700
<b>Publication:</b>	November		
<b>Coverage:</b>	58 countries		
<b>Ref. code:</b>	11-ESW-PU		
<b>Formats:</b>	PDF		

## How you can use this report:

Professional engineers command high salaries in many markets, whether in developed countries or in developing ones. Increasing demand for engineers has heightened the urgency of attracting and retaining the right engineers for multinational employers around the world. So HR professionals need good benchmarks to help them determine how their companies' pay structures for these jobs compare those of the competition.

Mercer's report, **Engineering Salaries Worldwide**, is a valuable guide for companies that need specific reference information for business planning. It offers valuable insights on engineering pay information, identifies cost opportunities, spots risks, and highlights major industry trends.

This report provides you valuable information on:

- Key pay trends in engineering jobs
- How engineering jobs are paid in comparison with other jobs in the market
- Pay patterns of benchmark engineering jobs, including market regression

- Incentives for engineering employees in 58 countries (plus city-specific data for seven Chinese cities and two Russian cities)
- Salary movements of engineering jobs over the previous year

If having a steady supply of talented, capable engineers is important to your company's success, you will want a copy of this timely, job-specific report.

## Where does the data come from?

This report is based on data from Mercer country surveys conducted during 2010. USD values are based on conversion rates as of November 2010. Due to slight variations in norms and questionnaires within countries or regions, and in the number of participants per country, our data is more robust in some countries than in others.

## Of particular interest to:

Compensation specialists and HR decision makers seeking hard-to-find pay information on key engineering jobs in major markets

# Global Compensation Planning Report

The economic data you need to optimise your worldwide compensation strategy



<b>Category:</b>	Compensation	<b>Price:</b>	EUR 735
<b>Publication:</b>	July/October		
<b>Coverage:</b>	85 countries		
<b>Ref. code:</b>	11-GCPR-PU		
<b>Format:</b>	PDF		

## How you can use this report:

Mercer's **Global Compensation Planning Report** presents hard-to-find information on salary trends and key economic and labour market indices in one handy volume.

Multinational employers the world over rely on this popular report for information on emerging market studies, wage analyses and economic research. Our subscribers include economists, researchers, planners and policy makers who use the information to support business planning and to inform and advise decision-makers.

Covering 85 countries, Mercer's Global Compensation Planning Report is a reliable, timely source of information on economic and salary increase trends across career levels. For each country, we also include charts and data on GDP, inflation and employment indicators.

To keep our subscribers current, we produce two update reports. Each includes::

- Pay increase information
- Economic indicators (GDP growth, inflation & unemployment rates)
- Regional overviews
- Data on short-term incentives

We have timed these reports to help you make decisions on your compensation budget each year: one in July and one in October. This matches most users' budgeting year needs.

You also get e-mail access to our content experts. Just e-mail us at [gcpr@mercer.com](mailto:gcpr@mercer.com), and we will try to respond to your query within two business days.

## Where does the data come from?

This is one of our more data-driven reports. Our analysts draw economic information from local and global resources as well as Mercer's in-house databases; salary figures and forecasts are based on Mercer's extensive, proprietary Total Remuneration Surveys and country compensation databases.

## Of particular interest to:

HR executives, compensation specialists, strategic planners, researchers and business writers who need to know the economic trends affecting compensation in both major and emerging markets around the world



<b>Category:</b>	Compensation	<b>Price:</b>	EUR 1,850
<b>Publication:</b>	Continual updates		
<b>Coverage:</b>	85 countries		
<b>Ref. code:</b>	11-eGCPR-PU		
<b>Formats:</b>	PDF		

## New for 2011: An interactive, on-line version of the Global Compensation Planning Report, one of our most popular resources

You want to make timely, fully informed decisions on compensation budgeting. So you need your compensation planning data – particularly salary increase forecasts – to be as current as possible. We have helped you meet this need by producing our industry-leading **Global Compensation Planning Report** quarterly instead of semi-annually for the last two years.

Now we offer you even “fresher” compensation data: With **GCPR-Online**, you can view our compensation data on line, any time, from anywhere, then download it for offline planning. We will make updates in real time rather than waiting for our periodic report schedule. Plus, we have loaded 15 years of economic data (GDP, inflation, unemployment) and salary change data so you can observe and analyze both long-term and short-term trends.

Your annual **GCPR-Online** subscription will give you a year’s worth of access to:

- Mercer’s latest country-specific pay increase forecast and economic data updated as soon as it becomes available
- An interactive charting tool that lets you display up to 15 years of pay increase data by job family along with any economic data you choose (such as inflation)
- The ability to download data into an Excel file you can then manipulate and integrate with your own data
- Mercer’s proprietary videos on current compensation topics
- PDF versions of our full reports for July and October of 2011

This enhanced, interactive version of our timely data will help you make even better and faster compensation planning decisions in the coming year. Questions? E-mail us at [gcpr@mercer.com](mailto:gcpr@mercer.com).

*(If you subscribed to our quarterly GCPR reports in 2010, you will get them through the July 2011 edition. After that, we hope that you will switch to GCPR-Online. But if you prefer, you can continue with two PDF reports per year, in July and October.)*

# Global Pay Summary

Current salary information from around the world at a glance



<b>Category:</b>	Compensation	<b>Price:</b>	
<b>Publication:</b>	January	Americas	EUR 420
<b>Coverage:</b>	68 countries	Asia Pacific	EUR 420
<b>Ref. code:</b>	11-GPS-PU	E. Europe/ Middle East	EUR 420
<b>Format:</b>	PDF	W Europe	EUR 420
		<b>All 4 volumes</b>	EUR 1,390 <b>(Best value)</b>

## How you can use this report:

Designed as a valuable aid for busy HR professionals, Mercer's **Global Pay Summary (GPS)** is a quick reference guide providing concise current pay information from around the world. This report covers 68 countries and is available in four regional volumes – Americas, Asia Pacific, Eastern Europe and Middle East, and Western Europe.

The reports help you stay current 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
- Corporate Affairs
- Engineering
- Finance
- General Management

- Human Resources
- Information Technology
- Operations
- Research and Development
- Sales and Marketing
- Supply and Logistics

## Of particular interest to:

HR executives, compensation specialists, strategic planners, researchers and business writers who need to know, from a market perspective, the labour market minimum, median and maximum prices for representative jobs



# International Geographic Salary Differentials

Essential to HR decision making when operating in multiple countries



<b>Category:</b>	Compensation	<b>Price:</b>	EUR 700
<b>Publication:</b>	January		
<b>Coverage:</b>	66 countries		
<b>Ref. code:</b>	11-IGSD-PU		
<b>Formats:</b>	PDF		

## How you can use this report:

Our **International Geographic Salary Differentials** report features logical, current information for HR professionals looking to:

- Compare salary levels around the world
- Move expatriates to new locations
- Gather detailed information about different countries' gross and net compensation, taxes and social security rates

The report presents salary differentials in easy-to-read tables country by country and lets you:

- Highlight overall salary differences in 66 countries, using six position levels
- 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

## Of particular interest to:

HR executives, compensation specialists, strategic planners, researchers and business writers who need to know the economic trends affecting compensation in both major and emerging markets around the world

# Pay Differentials within China

Hard-to-find, current pay data for Asia's fastest-growing economy



<b>Category:</b>	Compensation	<b>Price:</b>	EUR 700
<b>Publication:</b>	December		
<b>Coverage:</b>	China: 12 major locations		
<b>Ref. code:</b>	11-PDWC-PU		
<b>Format:</b>	PDF		

## How you can use this report:

It's one thing to decide that you need to open an office in China or to expand existing operations there. It's quite another to choose the optimal site based on its access to transportation and skilled labour – and relative pay scales. The latter metric is an essential factor to consider, because labour costs are a major variable cost.

China boasts 18 cities with populations exceeding 3 million. HR managers and other decision-makers outside China have had very little reliable city-specific pay data to use when deciding exactly where to invest in human capital within China. And China's explosive economic growth this millennium has made the task even more challenging.

To meet the demand for more detailed, reliable pay information within China, we offer our **Pay Differentials within China** report, which gives thorough geographic salary differential data for 12 key locations, including trend analysis for 2005-2009. Based on Mercer's comprehensive market data and consulting expertise in China, this report gives you the data you need to properly formulate your compensation strategy there.

After reviewing the current Chinese labour market, Pay Differentials within China addresses salary differentials for 12 major locations by geography, by industry, and by job position.

## Where does the data come from?

Data comes from our market surveys and from our consultants based in China.

## Of particular interest to:

HR executives, CFOs and attorneys involved with employment issues, especially employment contracts and actual or potential layoffs; employers needing to cut staff due to a multi-country acquisition or a shift in human capital from one country to another

# Pay Differentials within India

Current pay information for this complex, dynamic country



<b>Category:</b>	Compensation	<b>Price:</b>	EUR 700
<b>Publication:</b>	June		
<b>Coverage:</b>	India: 7 major cities		
<b>Ref. code:</b>	11-PDWI-PU		
<b>Formats:</b>	PDF		

## How you can use this report:

India is home to nine of the world's 100 largest cities, including #1 (Mumbai, at nearly 14 million) and #3 (Delhi, at over 12 million). Salaries vary significantly across the Indian market and are growing at different rates, according to population shifts and varying popularity of different cities as centres for outsourced work from other countries. Employers considering where to establish operations or where to outsource work need to be aware of Indian pay differentials so they can budget their human capital resources effectively.

In our **Pay Differentials within India** report, we analyse pay trends in India's six major employment centres. Industry-specific salary analyses cover key positions in the IT, Finance and Banking, Consumer, Chemical and Pharma sectors. The report gives you a clearer picture of what you may have to pay to attract and retain workers in specific cities in this quickly evolving economy.

## Where does the data come from?

Data comes from our market surveys and from our consultants based in India.

## Of particular interest to:

HR executives, compensation specialists, strategic planners, researchers and business writers who need to know the differences in pay among India's major commercial centres and outsourcing hubs

# Pocket Remuneration Guide to CIS Countries

Hard-to-find data for nine of the former Soviet Republics



<b>Category:</b>	Compensation	<b>Price:</b>	EUR 1,000
<b>Publication:</b>	February		
<b>Coverage:</b>	9 countries		
<b>Ref. code:</b>	11-RGCIS-PU		
<b>Format:</b>	PDF		

## How you can use this report:

Almost 20 years ago, a dozen former Soviet countries agreed to form the Commonwealth of Independent States (CIS) as a free association of sovereign states. Over time, countries in this association have assumed growing geopolitical importance, as they control significant natural resources (or access to them). As many of these countries' economies have moved toward a more free-market model, it has become increasingly important for multinational companies expanding into the CIS region to understand evolving remuneration structures and trends there.

In this **Pocket Remuneration Guide to CIS Countries** Mercer presents stratified remuneration data for eight CIS nations. It presents salary trends for both executive and non-executive employees, including base pay and total remuneration. For each country, the report identifies the highest-paid function and presents cross-country salary differentials within the region.

## Where does the data come from?

The data in this report is based on Mercer's definitive, country-specific Total Remuneration Surveys, using data from the capital cities of Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Moldova, Russia, Ukraine and Uzbekistan. All data is presented in USD for ease of comparison.

## Of particular interest to:

HR executives, compensation specialists, strategic planners, researchers and business writers who need to know the economic trends affecting compensation in the CIS

# Sales Salaries around the World

Understand pay trends for sales professionals across 57 countries



<b>Category:</b>	Compensation	<b>Price:</b>	EUR 700
<b>Publication:</b>	March		
<b>Coverage:</b>	57 countries		
<b>Ref. code:</b>	11-SARW-PU		
<b>Formats:</b>	PDF		

## How you can use this report:

In this era of fierce competition, only companies with a strong, effective sales and marketing infrastructure can succeed. Having a robust “back end” with well-oiled supply chains and distribution networks is necessary but not sufficient. Successful companies also need strong “front ends” that include attentive customer service and a motivated sales force to build customer relationships.

Mercer’s **Sales Salaries around the World** report is designed to help managers and HR specialists understand sales and marketing functions, identify their human resource dynamics, understand differences of pay for sales professionals in key markets, and identify areas for improvement in their attraction and retention processes.

Covering 57 countries, this report provides pay information for sales jobs within most industry sectors, allowing you to:

- Compare salary differentials for sales positions and lower-, middle and upper-management levels
- Compare salaries for positions such as a head of sales globally

- Identify cost-saving opportunities in regional and global talent recruiting
- Review concise prevalence information on sales incentives and commissions

Our 2011 report will help ensure that you budget the “human capital” portion of your sales and marketing budget effectively. Order your copy now so you have current, actionable information when you need it.

## Of particular interest to:

HR and business line managers who want to understand the differences in pay for sales professionals in key markets and identify ways to improve their attraction and retention processes for their sales staffs

# Salary Structures around the World

Manage your human capital costs effectively by structuring pay packages competitively



<b>Category:</b>	Compensation	<b>Price:</b>	EUR 700
<b>Publication:</b>	May		
<b>Coverage:</b>	73 countries		
<b>Ref. code:</b>	11-SSAW-PU		
<b>Format:</b>	PDF		

## How you can use this report:

**Salary Structures around the World** is a quick reference to current trends in salary structure and components for key job families and career levels. This report will serve as a helpful starting point for employers wanting to update their salary structures across the globe.

Across three regions – Americas, Asia Pacific and Europe – this report will help you:

- Understand typical salary structures designed to motivate and retain employees in both established and emerging markets
- Optimise profit margins by effectively managing labour cost
- Assess current information on payout differences in developed and emerging markets

## Of particular interest to:

HR executives, compensation specialists, strategic planners, researchers and business writers who need to know how employers are balancing compensation, short- and long-term incentive pay, and other salary elements in both major and emerging markets

# Short-Term Incentives around the World

How are your competitors using short-term incentives in different markets?



<b>Category:</b>	Compensation	<b>Price:</b>	EUR 700
<b>Publication:</b>	February		
<b>Coverage:</b>	63 countries		
<b>Ref. code:</b>	11-STIAW-PU		
<b>Formats:</b>	PDF		

## How you can use this report:

In response to demand from our clients and other subscribers, Mercer produces **Short-Term Incentives around the World** to track short-term incentive compensation trends. We aggregate company survey statistics at the country level to consolidate incentive practice information, then present cross-country comparisons. 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.

As employers seek to attract and retain the optimal mix of workers in each country where they do business, they must know not only what base salaries are competitive but what other employers in each country are doing when balancing salary, benefits and incentives. This report gives reliable information on short-term incentives, an increasingly important element of total compensation.

## Of particular interest to:

HR executives, compensation specialists, strategic planners, researchers and business writers who need to know the short-term incentive compensation trends affecting the mix of total compensation in both major and emerging markets around the world

# Total Employment Costs around the World

Not just salaries – compare the “all in” costs of employment between countries



<b>Category:</b>	Compensation	<b>Price:</b>	EUR 700
<b>Publication:</b>	March		
<b>Coverage:</b>	58 countries		
<b>Ref. code:</b>	11-TECAW-PU		
<b>Format:</b>	PDF		

## How you can use this report:

Salaries, bonuses and cash-based incentive compensation are easy enough to compute. But for real “apples to apples” comparisons of your employment costs in each country where you do business, you need to consider:

- Annual base salary
- Annual total remuneration
- Social Security and pension contributions
- Benefits

Mercer’s **Total Employment Costs around the World** report presents all of this information in a straightforward format that helps you optimise your human capital investments. HR managers will be able 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
- Review key reference information for business planning

## Of particular interest to:

HR executives, compensation specialists, strategic planners, researchers and business writers who need to know the economic trends affecting compensation in both major and emerging markets around the world

Employee mobility

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# International Assignments Survey

Stay on top of the latest trends in managing mobile employees



<b>Category:</b>	Employee mobility	<b>Price:</b>	EUR 900
<b>Ref. code:</b>	10-IAS-PU		
<b>Format:</b>	PDF		

## How you can use this report:

Transferring employees abroad for short-term, long-term or permanent assignments is more challenging than ever before. Aligning your company's expatriation practices with the best practices in the marketplace is critical to your program's success. Mercer's **International Assignments Survey** is a well-established source of information on expatriate management and addresses the key issues that affect international assignments. Based on data from major multinational firms, this report presents the latest international assignment practices and policy developments.

### Key topics include:

- Return on Investment (ROI) of international assignments
- Outsourcing
- Commuters
- Support for assignees and family members before, during and after assignment

## Get the latest data on:

- Alternative compensation approaches to address regional transfers
- Expatriate allowances and benefits, including cost-of-living, hardship, mobility premiums and allowances
- Housing support for long-term transfers and localised assignees
- Per diem allowances and benefits for short-term assignments

## Of particular interest to:

HR practitioners and decision-makers seeking reliable information to establish international assignment policies

# HR policies and practices

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# Global HR Factbook

Your desktop almanac of essential HR facts for day-to-day decisions



**Category:** HR policies and practices

**Price:** EUR 730

**Publication:** June

**Coverage:** 62 countries

**Ref. code:** 11-GHRF-PU

**Formats:** PDF

## How you can use this report:

Our **Global HR Factbook** will help you develop an improved HR strategy aligned with local, regional, or international trends and issues. This annual resource offers you practical advice on a wide range of compensation, benefits and employee mobility issues, allowing you to manage your global workforce more successfully. We include five years of inflation and GDP growth trends for every country.

The report draws on more than a dozen public and private resources to provide vital HR and economic indicators, allowing you to:

- Review key reference information for business planning
- Gain insights into macroeconomic trends, as well as socioeconomic and HR-related facts
- Assess global HR, compensation and expatriation trends

## Of particular interest to:

HR executives, compensation specialists, strategic planners, researchers and business writers who need to know the economic trends affecting compensation in both major and emerging markets around the world

# HR Atlas Asia Pacific

Atlas of “must have” data to inform your HR decisions



<b>Category:</b>	HR policies and practices	<b>Price:</b>	EUR 730
<b>Publication:</b>	April		
<b>Coverage:</b>	18 markets		
<b>Ref. code:</b>	11-HRAAS-PU		
<b>Format:</b>	PDF		

## How you can use this report:

Asia’s resurgence as a powerhouse of trade, investment and outsourcing has made it a strategic market that few companies can afford to ignore. Regardless of your company’s industry, having a presence in Asia is now imperative from both the resource and talent management perspectives.

Are you already doing business in Asia Pacific? Or are you entering this essential market soon? Then Mercer’s **HR Atlas Asia Pacific** report is your quick reference for a wealth of information on HR issues and trends observed in the Asia Pacific region.

In addition to tracking major economic indicators, this report offers comprehensive information on the the issues you need to address in managing a growing, mobile talent pool.

Our Asia Pacific HR Atlas gives you this valuable information in one volume:

- Key indicators of economic conditions in 18 markets (17 countries, but with China broken out into two markets)
- Annual base salary and annual total cash information for 24 benchmark positions, with figures in USD and local currencies

- Country-specific snapshots of the benefits employers offer
- International mobility information
- Current, specific data on cost of living, quality of living, expatriate housing and education
- Typical hotel costs and meals in hotels and per diem travel cost in major cities to help you benchmark your short-term business travel costs

Our 2011 report presents current, reliable HR information across a range of key markets that will help you set a strategic direction for doing business in the Asia Pacific region.

## Of particular interest to:

HR executives, compensation specialists, strategic planners, researchers and business writers who need to know the economic trends affecting compensation, benefits and mobility in both major and emerging markets around the world

# HR Environment in the E7 Countries

Current HR information to help you succeed in emerging markets



<b>Category:</b>	HR policies and practices	<b>Price:</b>	EUR 730
<b>Publication:</b>	March		
<b>Coverage:</b>	7 countries		
<b>Ref. code:</b>	11-HREE7-PU		
<b>Format:</b>	PDF		

## How you can use this report:

HR policy makers need to keep abreast of growing economies to expand their operations and take advantage of the myriad opportunities these markets offer. Whereas, starting ten years ago, focus turned to the “BRIC” nations of Brazil, Russia, India and China, the focus has broadened more recently to embrace not only those countries but also Indonesia, Mexico and Turkey. This group of accelerating economies is now often referred to as the “Emerging Seven” or “E7” nations.

Understanding the key predictors of growth and challenges for these seven nations will help HR managers to stay competitive and to leverage their companies’ human capital effectively in a volatile economic environment. Mercer’s new report, **HR Environment in the E7 Countries**, offers a detailed outlook on the compensation and benefit trends in these countries. This report provides insights into the strengths, weaknesses, opportunities and threats for the E7 compared to the G7 countries of Canada, France, Germany, Italy, Japan, the United Kingdom and the United States.

Why should you care? Because experts predict that the combined wealth of the E7 will overtake that of the G7 soon – estimates vary from 2020 to 2032.

If your multinational company is not active in the E7 already, it should be.

This report helps HR professionals to:

- Analyse country-specific economic environments in the E7 countries
- Compare compensation costs and economic prospects between the E7 and G7 countries
- Compare benefit practices among the E7 countries

## Of particular interest to:

HR professionals who need current, reliable compensation and benefits information at a glance for employees in the E7 countries.



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