

2012 GLOBAL INSIGHTS CATALOGUE

DATA AND ANALYSIS TO GUIDE YOUR HR DECISION MAKING AROUND THE WORLD



DATA. ANALYSIS. ACTION.

An organisation's decision to enter a new market or expand its global footprint has a profound effect on the company's HR professionals. After all, you're the ones who need to make the all-important "people" decisions.

In order to make the best decisions for your organisation, you need accurate, updated information on everything from local statutory benefits, to salary trends, to current economic developments.

That's where Mercer can help. We produce numerous surveys and reports aimed at helping HR professionals like you build and maintain a consistent, competitive global HR strategy. We accomplish this by focusing on:

Data. Through Mercer's own extensive global presence, we collect data from organisations and consultants around the world.

Analysis. Mercer analysts carefully sift through this data to provide insightful and timely analysis on the issues that impact global HR decision making.

Action. Together, our data and analysis helps you take the actions necessary to propel your organisation forward, attract and retain key talent and support your human capital mission.

If you have any questions about the reports described in this catalogue, please [contact us](#) or speak directly with your Mercer representative.

You can order these reports anytime by visiting www.imercer.com/globalinsights.



TABLE OF CONTENTS

Mercer Select Global Insights Premium Memberships	2
Custom Publishing Service	3
Global Insights Survey Panel	4

BENEFITS

Worldwide Benefit & Employment Guidelines	8
Worldwide Benefit & Employment Guidelines - Online	9
International Car Policies	10

COMPENSATION

Compensation Handbook	12
Engineering Salaries Worldwide	13
Global Compensation Planning Report	14
Global Compensation Planning Report - Online	15
Global Pay Summary	16
International Geographic Salary Differentials	17
Pay Differentials within China	18
Pay Differentials within India	19
R&D Salaries around the World	20
Structure of Salaries around the World	21
Sales Salaries around the World	22
Short-Term Incentives around the World	23
Total Employment Costs around the World	24

GLOBAL MOBILITY

Global Mobility Handbook	26
Global Mobility Metrics: Focus on Retaining Key Talent	27
Worldwide Survey of International Assignment Policies and Practices	28

POLICIES AND PRACTICES

Global HR Factbook	30
HR Atlas Asia Pacific	31
HR Management Terms	32

MERCER SELECT GLOBAL INSIGHTS PREMIUM MEMBERSHIPS

EXCLUSIVE ACCESS TO CONTINUAL INFORMATION ON THE MOST CRITICAL AND CURRENT HR TRENDS AND PRACTICES

INSIGHTFUL

Your annual membership provides access to a wealth of robust data, analyses and news covering global HR issues.

SPECIALISED INSIGHTS

Mercer global workforce publications are the centerpiece of our premium membership offerings. We collect and analyse information from our proprietary HR databases to produce current, world-class reports and surveys that support your human capital strategies. This extensive library covers:

- Benefits
- Compensation
- Mobility
- HR policies and practices

RECURRING INSIGHTS

Rather than having to hop from website to website, your premium membership includes news and analysis most relevant to HR professionals. Available via email and on the web, this includes:

- Mercer analysis and perspectives on current HR topics and legal developments
- Daily full-text articles handpicked from major new sources along with expert articles, surveys and reports selected from third parties
- Podcast interviews with Mercer experts on a broad range of HR topics.

INCLUSIVE

You can choose between two annual membership types: **COMPLETE** and **CUSTOM**. Both memberships include all of the information sources cited above, are priced to provide you with a **25% discount** off our regular global workforce publication prices and cover five individuals in your organisation.

PREMIUM COMPLETE MEMBERSHIP

With **access to all global workforce publications**, this membership is aimed at HR professionals who need robust data and analyses across a wide range of human capital topics.

Price: USD 24,000 + tax.
EUR 17,700 + tax.

PREMIUM CUSTOM MEMBERSHIP

With **access to 10 global workforce publications of your choice**, this membership allows you to pick targeted global HR information that's right for your organisation.

Price: USD 10,000 + tax.
EUR 7,400 + tax.

[JOIN NOW](#)

INFORMED

Visit us today at www.imercer.com/selectinsights

Being informed doesn't require you to drown in information. Subscribe to one of the Mercer Select Global Insights Premium Memberships today and start receiving the key human capital information you need to make insightful, timely and enlightened HR decisions.

CUSTOM PUBLISHING SERVICE

DISCOVER THE BENEFITS OF MERCER'S CUSTOMISED PUBLICATIONS

We understand that not all multinational employers need the same information presented in the same way. That's why we offer a **Custom Publishing Service** that can create a tailor-made publication – based on our global HR data and expertise – to help you meet your unique human capital challenges.



EXTENSIVE

Our global databases include timely, accurate and high-quality HR information from over 100 countries around the world. Depending on your needs, we can create a customised publication on a variety of topics including:

- Compensation
- Employment conditions
- Employment costs
- Pay increase trends
- Pay differentials
- Perquisites and allowances
- Short- and long-term incentives
- Statutory and typical benefits
- Social security system
- Severance conditions and pay

FLEXIBLE

Whether you want to compare data among several countries or seek to explore specific data for a single country, our service can provide you with specialised analysis by:

- Presenting data from our off-the-shelf reports in a different way
- Researching and analysing new data
- Expanding into new geographical areas

Since each publication is created to meet your needs, the pricing of each report will depend on the individual client enquiry.

UNIQUELY YOURS

Confidently enter new markets, modify your global HR strategy or benchmark your human capital policies with data and analysis created just for you by a global leader in HR consulting, investments and outsourcing. [Contact us](#) today.

Price varies depending on client enquiry.

GLOBAL INSIGHTS SURVEY PANEL

AN OPT-IN MEMBERSHIP FOR COMPANIES INTERESTED IN PARTICIPATING IN SURVEYS ON GLOBAL WORKFORCE TOPICS

WHY BECOME A **MEMBER**?

- Gain access to new content that is timely, relevant, factual and based on data captured directly from peer companies.
- Never miss out on new opportunities to gain access to and insights on current events and topics.
- Receive additional discounts on our other reports, weekly insights via email, a monthly eNewsletter, and articles and white papers compiled by our research analysts and staff writers.
- Be a part of a global survey community.

WHAT DO I **NEED TO DO**?

- Participate in each of the surveys. The data report is only valuable when there is a significant participant base and we'll be counting on you to provide your insights.
- Spend 20 minutes every 3 months answering 30 questions or less and in return receive a free summary report of aggregated responses from multinationals around the world. Get a detailed report as well, for a nominal fee.

WHAT ARE MY **MEMBERSHIP OPTIONS**?

Report type	Premium members	Standard members	Non participants
Annual membership fee	USD 2,000/ EUR 1,500	No cost	
Global survey data with executive summary	√	√	USD 940/ EUR 735
Detailed report with analysis by industry and region	√	USD 600/ EUR 470 (price per report)	USD 1,960/ EUR 1,530
Networking with peers around the world	√	√	
Access to weekly insights, eNewsletter, articles, videos, and white papers	√	√	
Free copy of the International Geographic Salary Differentials publication <small>*With participation in 3 of 4 surveys</small>	√	√	
20% discount off all Global Insights publications	√	√	

WHAT ARE THE **SURVEY TOPICS** FOR 2012?

WORKFORCE READINESS: DISASTER PLANNING FOR THE FUTURE

Many companies have business continuity plans in place to handle infrastructure in the event of an emergency. However, many of these plans do not cover workforce displacement. As the multiple natural disasters in 2011 showed, without a workforce plan, companies scrambled to accommodate displaced and distraught employees. This survey will look back at how companies handled the major natural events of 2011. The ensuing publication becomes an important guide of best practices to follow when natural disasters occur in the future, regardless of type or location.

CORPORATE SOCIAL RESPONSIBILITY (CSR)/SUSTAINABILITY POLICIES & PRACTICES

Companies are increasingly engaged on a number of different levels in CSR and sustainability activities that include a wide range of workplace issues. Often these initiatives are driven by business priorities, but they may also be a response to the proliferation of third-party business codes. Mercer's survey aims to: identify the main drivers for CSR and sustainability engagement by major multinational companies, the type of activities they engage in, the organisation of their CSR function, and their key CSR challenges in the medium term.

INTERNATIONAL SURVEY OF WORK-LIFE BALANCE POLICIES

Technological advances have changed the nature of traditional working life and introduced more diverse work patterns resulting in a workforce able to work at all hours, away from the office and across time zones. It could be argued that, as a result of these factors, workers are finding it difficult to "turn it off," impacting both their physical and mental well-being and, ultimately, their productivity and loyalty. The purpose of this survey is to reveal established and needed policies that help employees find work-life balance among the demands of a 24/7 global marketplace.

TOPIC OF CHOICE

Our fourth topic will be based on recommendations from our Global Insights premium membership group.

WHEN SHOULD I EXPECT TO **PARTICIPATE**?

Topic	Launch date	Survey deadline
Workforce Readiness: Disaster Planning for the Future	Completed	Closed
Corporate Social Responsibility/Sustainability Policies & Practices	May 1	June 6
International Survey of Work-Life Balance Policies	August 6	September 12
TBD: Topic Determined by Premium Members	October 15	November 19

HOW DO I **SIGN UP**?

To become a member, click on the button below or visit www.imercer.com/newsstand.



BENEFITS



WORLDWIDE BENEFIT & EMPLOYMENT GUIDELINES

KEEP TRACK OF GLOBAL BENEFIT REQUIREMENTS

THE CHALLENGE

Staying competitive while attracting and retaining key talent everywhere you do business. This means you need to:

- Keep track of constantly evolving benefit laws and regulations
- Understand employment conditions and statutory and typical benefits
- Remain competitive by benchmarking your policies
- Define a clear strategy

MEETING THE CHALLENGE

Worldwide Benefit & Employment Guidelines helps by providing access to current, reliable information on:

- Statutory employee benefits
- Typical employer benefit practices
- Overall employment conditions

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

Worldwide Benefit & Employment Guidelines is available in five regional volumes or as a single global volume.

[Order Online](#)

www.imercer.com/wbeg

PRICES

Global Edition	Americas or Middle East/Africa
USD 6,800 EUR 5,040	USD 1,275 EUR 945
Per country	Asia Pacific, Central and Eastern Europe or Western Europe
USD 350 EUR 260	USD 1,690 EUR 1,260

REPORT AT-A-GLANCE

Our global network of Mercer experts helps produce this report, which includes information on:

- Statutory benefits
 - Social security
 - Unemployment
 - Maternity
- Typical benefits practice
 - Retirement
 - Medical
 - Accidental death
 - Disability
 - Flex benefits
- Employment conditions
 - Severance
 - Work hours
 - Employment contracts
 - Industrial relations

COVERAGE AREA

62 countries

EDITIONS

- Global: All regions
- Regions:
 - Americas
 - Asia Pacific
 - Central/Eastern Europe
 - Middle East/Africa
 - Western Europe

SCHEDULED RELEASE DATE

Jun
2012



[<< Back to Table of Contents](#)

REPORT AT-A-GLANCE

Our global network of Mercer experts helps produce this report, which includes information on:

- Statutory benefits
 - Social security
 - Unemployment
 - Maternity
- Typical benefits practice
 - Retirement
 - Medical
 - Accidental death
 - Disability
 - Flex benefits
- Employment conditions
 - Severance
 - Work hours
 - Employment contracts
 - Industrial relations

COVERAGE AREA

- 62 countries
- Regions:
 - Americas
 - Asia Pacific
 - Central/Eastern Europe
 - Middle East/Africa
 - Western Europe

SCHEDULED RELEASE DATE

Ongoing



WORLDWIDE BENEFIT & EMPLOYMENT GUIDELINES - ONLINE

UP-TO-DATE, COMPREHENSIVE BENEFITS DATA

THE CHALLENGE

Staying competitive while attracting and retaining key talent everywhere you do business. This means you need to:

- Keep track of constantly evolving benefit laws and regulations
- Understand employment conditions and statutory and typical benefits
- Remain competitive by benchmarking your policies
- Define a clear strategy

MEETING THE CHALLENGE

Worldwide Benefit & Employment Guidelines Online helps by providing access to current, reliable information that allows you to:

- Easily compare statutory minimum benefits against the standard practice in a country
- Stay up-to-date on legal changes around the world with our monthly legislative updates
- Stay up-to-date on changes to social security contribution rates and ceilings, statutory benefits and employment conditions as they occur
- Download information by country instead of region

SUBSCRIBE

Get access today by clicking on “Subscribe” or through the form at the end of this document.

[Subscribe](#)

www.imercer.com/wbeg

PRICES

Global

USD 9,900 | EUR 7,330

[Back to Table of Contents >>](#)

INTERNATIONAL CAR POLICIES

DEFINE AND OPTIMISE YOUR CAR BENEFITS

THE CHALLENGE

Company car benefits help attract and retain top talent. This means you need to:

- Remain competitive by benchmarking your policies
- Define a clear strategy that works across multiple countries
- Optimise your car policy

MEETING THE CHALLENGE

International Car Policies helps by:

- Highlighting car policy differences across 76 countries
- Identifying possible cost-saving measures
- Providing key data for benchmarking your car policies against organisations in your industry

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

International Car Policies is available in three regional volumes or as a single global volume.

[Order Online](#)

www.imercer.com/carpolicies

PRICES

Global edition

USD 1,290 | EUR 960

Each regional volume

USD 540 | EUR 400

[<< Back to Table of Contents](#)

REPORT AT-A-GLANCE

Our global network of Mercer experts helps produce this report, which includes information on:

- Car policy practices
- Allocation policies
- Cost-saving measures
- Cash alternatives
- Tax regulations

COVERAGE AREA

76 countries

EDITIONS

- Global: All regions
- Regions:
 - Americas
 - Asia Pacific
 - Europe/Middle East and Africa

SCHEDULED RELEASE DATE

Feb 2012



COMPENSATION



COMPENSATION HANDBOOK

SPEAK THE LANGUAGE OF "PAY" FLUENTLY

THE CHALLENGE

Today's global organisations require managers at all levels to understand the many interrelated elements of compensation. This means you need to know how to:

- Prioritise talent
- Differentiate employee performance
- Balance market forces
- Optimise internal budgets
- Attract and retain top talent

MEETING THE CHALLENGE

Mercer's **Compensation Handbook** is a key reference guide that covers:

- Components of compensation and pay structures
- How to reward employees
- Types of incentives, allowances and equity plans
- Compensation planning, budgeting and benchmarking

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

The **Compensation Handbook** is available as a single global volume.

[Order Online](#)

www.imercer.com/comphandbook

PRICES

USD 940 | EUR 700

[<< Back to Table of Contents](#)

REPORT AT-A-GLANCE

One-volume primer for both employers and employees covering:

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

SCHEDULED RELEASE DATE

Sep 2010



ENGINEERING SALARIES WORLDWIDE

ATTRACT AND RETAIN THESE IN-DEMAND
PROFESSIONALS

THE CHALLENGE

An ever-growing demand for engineers around the world means you need to:

- Remain competitive by understanding current salary demands
- Benchmark your pay structure against other dominant players
- Win the war for top talent by maintaining a steady supply of capable engineers

MEETING THE CHALLENGE

Engineering Salaries Worldwide helps by:

- Identifying key pay trends in engineering jobs
- Highlighting how engineering jobs are paid in comparison with other jobs in the markets
- Providing salary changes over the previous year

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

Engineering Salaries Worldwide is available as a single global volume.

[Order Online](#)

www.imercer.com/engineeringjobs

PRICES

Global edition

USD 940 | EUR 700

[Back to Table of Contents >>](#)

REPORT AT-A-GLANCE

Based on data from Mercer's country surveys, this report offers valuable insights on:

- Overall engineering pay
- Industry trends
- Incentives
- Salary movements over the past year
- Potential cost-saving opportunities

COVERAGE AREA

- 55 countries
- 73 markets
 - 18 cities in China
 - 2 cities in Russia

EDITIONS

Global

SCHEDULED RELEASE DATE

Nov 2011



GLOBAL COMPENSATION PLANNING REPORT

OPTIMISE YOUR WORLDWIDE COMPENSATION
STRATEGY

THE CHALLENGE

Supporting your global HR and business planning with current, hard-to-find economic, labour and salary data trends means you need reliable information on:

- Pay increases
- Economic indicators
- Regional overviews
- Short-term incentives

MEETING THE CHALLENGE

Mercer's **Global Compensation Planning Report** provides:

- Salary increase trends across career levels
- GDP growth, inflation and unemployment rates
- Regional overviews

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

The **Global Compensation Planning Report** is available as a single global volume. It is updated twice a year – July and October – to coincide with most users' budgeting planning needs.

[Order Online](#)

www.imercer.com/gcpr

PRICES

Global edition

USD 990 | EUR 735

[<< Back to Table of Contents](#)

REPORT AT-A-GLANCE

Based on a combination of Mercer's extensive, proprietary Total Remuneration Survey and country compensation databases, along with local and global resources, this report offers reliable, timely information on:

- Economic and salary increase trends
- Individual country GDP, inflation and employment indicators
- Regional overviews

COVERAGE AREA

- 114 countries
- 128 markets
 - 12 cities in China
 - 4 cities in Mexico

EDITIONS

Global

SCHEDULED RELEASE DATE

Jul & Oct 2012



REPORT AT-A-GLANCE

Based on data from continually updated Mercer databases including the Total Remuneration Survey and country compensation databases, along with local and global resources, this online resource offers reliable, timely information on:

- Economic and salary increase trends
- Individual country GDP, inflation and employment indicators
- Regional overviews

COVERAGE AREA

- 114 countries
- 128 markets
 - 12 cities in China
 - 4 cities in Mexico

EDITIONS

Global

SCHEDULED RELEASE DATE

Ongoing

GLOBAL COMPENSATION PLANNING REPORT - **ONLINE**

INTERACTIVE, CURRENT SALARY AND EMPLOYMENT DATA

THE CHALLENGE

Supporting your global HR and business planning with current, hard-to-find economic, labour and salary data trends means you need reliable information on:

- Pay increases
- Economic indicators
- Regional overviews
- Short-term incentives

MEETING THE CHALLENGE

Mercer's **Global Compensation Planning Report** provides:

- Salary increase trends across career levels
- GDP growth, inflation and unemployment rates
- Regional overviews

SEE A SAMPLE

Experience the benefits of an [online subscription](#).



<http://www.imercer.com/gcpr#demo>

SUBSCRIBE

Get access today by clicking on "Subscribe" or through the form at the end of this document.



www.imercer.com/gcpr

PRICES

Global edition

USD 2,500 | EUR 1,850

[Back to Table of Contents >>](#)

GLOBAL PAY SUMMARY

CONCISE, CURRENT WORLDWIDE PAY INFORMATION

THE CHALLENGE

Staying up-to-date on global salaries means you need:

- Simple, easy-to-read salary information
- The ability to benchmark salaries from entry level to management roles and across job families

MEETING THE CHALLENGE

Global Pay Summary provides you with:

- A quick reference guide for fast, informed decision making
- Concise salary information for 50 benchmark positions
- The ability to benchmark across 11 job families

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

Global Pay Summary is available as four regional volumes or as a single global volume.

[Order Online](#)

www.imercer.com/gps

PRICES

Global edition

USD 1,870 | EUR 1,390

Each regional volume

USD 560 | EUR 420

REPORT AT-A-GLANCE

Stay current on global salary trends with this report that provides:

- Simple, easy-to-read salary information for 50 benchmark positions
- Salary information across 11 job families
- Minimum, median, and maximum labour market prices

COVERAGE AREA

69 countries

EDITIONS

- Global: All regions
- Regions:
 - Americas
 - Asia Pacific
 - Eastern Europe/Middle East and Africa
 - Western Europe

SCHEDULED RELEASE

DATE

Jan 2012



[<< Back to Table of Contents](#)

INTERNATIONAL GEOGRAPHIC SALARY DIFFERENTIALS

MAKE COMPETITIVE EXPATRIATE SALARY DECISIONS

THE CHALLENGE

Confidently moving jobs to new locations with equitable and competitive salaries means you need to:

- Compare salary levels around the world
- Gather detailed information about different countries' gross and net
- Review compensation, taxes and social security rates
- Compare salary differentials

MEETING THE CHALLENGE

International Geographic Salary Differentials helps by:

- Highlighting overall salary differences in 66 countries
- Identifying cost-saving opportunities in regional and global talent recruiting
- Comparing salary differentials for six position levels
- Determining the real value of salaries in different countries

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

International Geographic Salary Differentials is available as a single global volume.

[Order Online](#)

www.imercer.com/intlgeo

PRICES

Global edition

USD 940 | EUR 700

[Back to Table of Contents >>](#)

REPORT AT-A-GLANCE

Reliable, current information for HR professionals looking to:

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

COVERAGE AREA

66 countries

EDITIONS

Global

SCHEDULED RELEASE DATE

Jan 2012



PAY DIFFERENTIALS WITHIN CHINA

DIFFICULT-TO-FIND DATA FOR ASIA'S LARGEST ECONOMY

THE CHALLENGE

Establishing an appropriate compensation strategy for China-based locations means you need to:

- Find reliable, city-specific pay data
- Understand salary differentials
- Access trend analysis

MEETING THE CHALLENGE

Pay Differentials within China helps you:

- Formulate an appropriate compensation strategy
- Determine where to invest your human capital
- Create local Chinese pay scales that are both equitable and competitive

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

Pay Differentials within China is available as a single global volume.

[Order Online](#)

www.imercer.com/chinadifferentials

PRICES

USD 940 | EUR 700

[<< Back to Table of Contents](#)

REPORT AT-A-GLANCE

Based on Mercer's comprehensive market data and consulting expertise in China, this report addresses:

- Geographic salary differentials
- Salaries by industry and career stream
- Salaries by job position

COVERAGE AREA

- 12 major Chinese markets

SCHEDULED RELEASE DATE

Dec 2012



PAY DIFFERENTIALS WITHIN INDIA

CURRENT COMPENSATION DATA FOR A COMPLEX AND DYNAMIC COUNTRY

THE CHALLENGE

Establishing an appropriate compensation strategy for India-based locations means you need to:

- Understand salary differentials across the Indian markets
- Compare how salaries are growing at different rates
- Access current trend analyses

MEETING THE CHALLENGE

Pay Differentials within India helps by:

- Analysing pay trends in India's six major employment centres
- Providing industry-specific salary analyses
- Giving you a clearer picture of what you may need to pay to attract and retain workers

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

Pay Differentials within India is available as a single global volume.

[Order Online](#)

www.imercer.com/indiadifferentials

PRICES

USD 940 | EUR 700

REPORT AT-A-GLANCE

Based on Mercer's comprehensive market data and consulting expertise in India, this report addresses:

- Geographic salary differentials
- Salaries by industry and career stream
- Salaries by job position

COVERAGE AREA

- 6 major Indian markets

SCHEDULED RELEASE DATE

Jul 2012



[Back to Table of Contents >>](#)

R&D SALARIES AROUND THE WORLD

KEY COMPENSATION INFORMATION FOR R&D PROFESSIONALS

THE CHALLENGE

Ever-growing worldwide competition for R&D professionals means you need to:

- Balance cost-effective innovation, technology advances, quality control and tighter budgets, against ever-changing, growing employee demands
- Consider employee demands and competitive factors when planning budgets

MEETING THE CHALLENGE

Mercer's 2012 **R&D Salaries around the World** helps by:

- Providing data to benchmark your R&D pay structures
- Supporting development of future compensation strategies
- Analysing overall R&D pay in 27 markets
- Considering salary movements over the past year
- Exploring potential cost-saving opportunities

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

R&D Salaries around the World is available as a single global volume.

[Order Online](#)

www.imercer.com/rdsalaries

PRICES

Global edition

USD 940 | EUR 700

[<< Back to Table of Contents](#)

REPORT AT-A-GLANCE

Based on data from Mercer's country surveys, this report offers valuable insights on:

- Current salaries in the R&D industry
- Competitor pay structures

COVERAGE AREA

- 25 countries
- 27 markets
 - 2 in China
 - 2 in Russia

EDITIONS

- Global: All regions
- Regional:
 - Americas
 - Asia Pacific
 - Europe/Middle East

SCHEDULED RELEASE DATE

Mar 2012



STRUCTURE OF SALARIES AROUND THE WORLD

MANAGE YOUR HUMAN CAPITAL COSTS

THE CHALLENGE

Benchmarking the remuneration mix in your global locations means you need:

- Reliable, country-specific pay data
- An understanding of remuneration practices by function and career level
- Current trend analysis

MEETING THE CHALLENGE

Structure of Salaries around the World helps you to:

- Motivate and retain employees in both established and emerging markets
- Effectively manage labour costs
- Create local pay packages that are both equitable and competitive

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

Structure of Salaries around the World is available as a single global volume.

[Order Online](#)

www.imercer.com/salarystructures

PRICES

Global edition

USD 940 | EUR 700

[Back to Table of Contents >>](#)

REPORT AT-A-GLANCE

Based on Mercer's comprehensive market data and consulting expertise, this report addresses:

- Typical remuneration mix practices in emerging markets
- Strategies to increase profit margins by effectively managing labour costs
- Pay differences in developed and emerging markets

COVERAGE AREA

76 countries

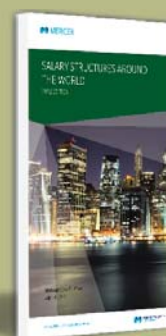
EDITIONS

Global

SCHEDULED RELEASE

DATE

May 2012



SALES SALARIES AROUND THE WORLD

ATTRACT AND RETAIN THESE IN-DEMAND PROFESSIONALS

THE CHALLENGE

An ever-growing demand for global sales staff around the world means you need to:

- Remain competitive by understanding current salary demands
- Benchmark your pay structure
- Design salary packages that optimise compensation, short- and long-term incentive pay, and other salary components
- Win the war for top talent by maintaining a steady sales force

MEETING THE CHALLENGE

Sales Salaries around the World allows you to:

- Compare salary differentials for sales positions at all levels
- Compare salaries by function
- Identify cost-saving opportunities
- Review current information on sales incentives and commissions

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

Sales Salaries around the World is available as a single global volume.

[Order Online](#)

www.imercer.com/payforsales

PRICES

Global edition

USD 940 | EUR 700

[<< Back to Table of Contents](#)

REPORT AT-A-GLANCE

Based on data from Mercer's country surveys, this report offers valuable insights on:

- Total sales staff compensation
- Industry trends
- Pay differences among key markets
- Salary movements over the past year
- Potential cost-saving opportunities

COVERAGE AREA

- 61 countries
- 63 markets

EDITIONS

Global

SCHEDULED RELEASE DATE

Mar 2012



SHORT-TERM INCENTIVES AROUND THE WORLD

COMPENSATION INTELLIGENCE THAT GOES BEYOND BASE SALARY

THE CHALLENGE

Determining whether your short-term incentive programmes are providing the competitive edge you need to attract and retain the right employees means you need:

- Current data on annual pay and short-term incentive practices
- Consolidated incentive practice information
- Cross-country comparisons
- Competitive intelligence

MEETING THE CHALLENGE

Short-Term Incentives around the World provides you with:

- In-depth analyses of short-term incentive changes
- Annual and short-term incentive practices
- Summaries of three-year incentive trends across regions
- Incentive information for key job families across markets

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

Short-Term Incentives around the World is available as a single global volume.



www.imercer.com/stiworld

PRICES

Global edition

USD 940 | EUR 700

[Back to Table of Contents >>](#)

REPORT AT-A-GLANCE

Based on aggregated company survey statistics at the country level, this report offers:

- Consolidated incentive practice information
- Cross-country comparisons
- Trends in short-term incentives worldwide

COVERAGE AREA

- 62 countries
- 75 markets

EDITIONS

Global

SCHEDULED RELEASE DATE

Feb 2012



TOTAL EMPLOYMENT COSTS AROUND THE WORLD

BEYOND COMPENSATION TO COMPARE TOTAL
REWARDS

THE CHALLENGE

Creating real comparisons of your total employment costs in each country where business make it necessary to know:

- Annual base salaries
- Annual total remuneration
- Social Security and pension contribution
- Statutory and voluntary benefits

MEETING THE CHALLENGE

Total Employment Costs around the World helps you to:

- Gain valuable insights on critical total employment costs
- Acquire key reference information for business planning and budgeting
- Compare overall various employee levels
- Identify cost-saving opportunities in talent recruiting

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

Total Employment Costs around the World is available as a single global volume.

[Order Online](#)

www.imercer.com/employmentcosts

PRICES

Global edition

USD 940 | EUR 700

[<< Back to Table of Contents](#)

REPORT AT-A-GLANCE
This report offers valuable
insights on:

- Annual base salary
- Total remuneration
- Mandatory social security contributions
- Typical employer-sponsored benefits
- Summaries of total employee costs

COVERAGE AREA

- 66 countries
- 67 major markets

EDITIONS

Global

SCHEDULED RELEASE DATE

Mar 2012



GLOBAL MOBILITY



GLOBAL MOBILITY HANDBOOK

CREATE EFFECTIVE INTERNATIONAL ASSIGNEE PROGRAMMES

THE CHALLENGE

Before you can create a cost-effective and successful expatriate programme, you need insights into:

- The human resources/administration function
- Pre-assignment preparation and moving
- Pay packages
- Budget, cost control and taxes
- Communication practices
- Family and repatriation issues

MEETING THE CHALLENGE

Mercer's **Global Mobility Handbook** provides this key information in two volumes:

- **Volume 1** is a primer for global mobility administrators who are newcomers to the expatriate field
- **Volume 2** offers advanced topics for global mobility administrators experienced in expatriating employees

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

The **Global Mobility Handbook** is available as two individual volumes or as a complete set.

[Order Online](#)

www.imercer.com/mobilityperspectives

PRICES

Both Volume 1 and 2

USD 1,600 | EUR 1,185

Each Volume

USD 940 | EUR 700

[<< Back to Table of Contents](#)

REPORT AT-A-GLANCE

A key reference guide that helps global mobility administrators create successful expatriate programmes.

This report is available in two volumes:

- Volume 1 is a primer for newcomers to the expatriate field
- Volume 2 offers advanced topics for experienced global mobility administrators

SCHEDULED RELEASE

DATE

Sep 2011



GLOBAL MOBILITY METRICS: FOCUS ON RETAINING KEY TALENT

CREATE EFFECTIVE INTERNATIONAL ASSIGNEE PROGRAMMES

THE CHALLENGE

Identifying gaps in your international assignment programme and retaining your expatriates, especially after they return home, means you need insights into:

- The relevance of demographics on benchmark data
- The impact of demographics on short- and long-term retention
- The correlation of expatriate packages and processes to short- and long-term retention

MEETING THE CHALLENGE

Mercer's **Global Mobility Metrics: Focus on Retaining Key Talent** report discusses how each of the following impacts retention:

- Demographics
- Expatriate package elements
- Expatriate processes

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

The **Global Mobility Metrics: Focus on Retaining Key Talent** is available as a single volume.

[Order Online](#)

www.imercer.com/mobilitymetrics

PRICES

Global edition

USD 940 | EUR 700

[Back to Table of Contents >>](#)

REPORT AT-A-GLANCE

This report:

- Discusses the relevance of demographics on benchmark data
- Analyses how demographics impact short- and long-term retention
- Correlates expatriate package elements and processes short- and long-term retention

WHY USE METRICS?

Metrics replaces perception with objectivity in the minds of managers and expatriates by providing a rationale for informed decisions, while also allowing HR to predict future needs.

SCHEDULED RELEASE DATE

Jul 2011

SIMPLY PUT, MOBILITY METRICS MINES DATA TO MAKE THE INVISIBLE, VISIBLE.



WORLDWIDE SURVEY OF INTERNATIONAL ASSIGNMENT POLICIES AND PRACTICES

MANAGE YOUR EXPATRIATE PROGRAMMES WITH THE LATEST TREND DATA

THE CHALLENGE

Aligning your company's expatriation practices with the best practices in the marketplace is critical to your program's success. This means you need to:

- Understand the key issues that affect international assignments
- Compare expatriate packages to other companies in your peer group
- Benchmark your program on a country and regional level

MEETING THE CHALLENGE

The **Worldwide Survey of International Assignment Policies and Practices** helps you by providing:

- The latest international assignment practices and policy developments
- Survey data from past years to help you identify important trends
- Alternative compensation approaches
- Expatriate allowances, benefits and per diems
- Housing support for long-term transfers and localised assignees

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

The **Worldwide Survey of International Assignment Policies and Practices** is available to participating companies only. The survey is open for participation until May 4, 2012. Contact your Mercer representative for more details.

[Participate Now](#)

www.imercer.com/iapp

[<< Back to Table of Contents](#)

REPORT AT-A-GLANCE

Based on survey data from major multinational firms, this report provides information on:

- Compensation approaches
- Expatriate allowances and benefits, including mobility premiums, cost-of-living adjustments and hardship allowances
- Housing support
- Repatriation and localisation policies

EDITIONS

Global

SCHEDULED RELEASE DATE

Sep 2011

Note:

For 2012 we have combined the former **International Assignments Survey** and the **Worldwide Survey of International Assignment Policies and Practices** into one report.



POLICIES AND PRACTICES



GLOBAL HR FACTBOOK

KEEP ON TOP OF GLOBAL HR TRENDS

THE CHALLENGE

Economic interdependence and globalisation make it essential for HR managers to keep up with key issues affecting their global business. This means you need 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

MEETING THE CHALLENGE

Mercer's **Global HR Factbook** offers you:

- Comparisons of labour market flexibility in different countries
- Analyses of country-specific economic environments
- Assessments of taxation and social security rates

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

The **Global HR Factbook** is available as a single global volume.

[Order Online](#)

www.imercer.com/globalhrfactbook

PRICES

Global edition

USD 980 | EUR 730

REPORT AT-A-GLANCE

This report – a one-stop guide for managers who lack ready access to specialised HR experts – offers practical advice on a wide range of issues affecting global:

- Compensation
- Benefits
- Mobility

COVERAGE AREA

63 countries

EDITIONS

Global

SCHEDULED RELEASE DATE

Jul 2012



[<< Back to Table of Contents](#)

HR ATLAS ASIA PACIFIC

KEEP ABREAST OF ASIA PACIFIC HR TRENDS

THE CHALLENGE

You need, current reliable HR information across a range of key Asia Pacific markets in order to:

- Set a strategic direction
- Address the issues that arise in managing a growing, mobile talent pool
- Understand current trends and HR issues in the Asia Pacific region

MEETING THE CHALLENGE

Mercer's **HR Atlas Asia Pacific** offers you:

- Key indicators of economic conditions in 18 markets
- Annual base salary and total cash information for 25 benchmark positions, with figures in both USD and local currencies
- Country-specific snapshots of employer-offered benefits
- Global mobility information

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

The **HR Atlas Asia Pacific** is available as a single volume.

[Order Online](#)

www.imercer.com/hratlas

PRICES

Global edition

USD 980 | EUR 730

REPORT AT-A-GLANCE

A quick reference guide on HR issues and trends in the Asia Pacific region that includes data on:

- Salaries
- Cost of living
- Quality of living
- Expatriate housing and education
- Travel costs in major cities

COVERAGE AREA

- 17 countries
- 18 markets

EDITIONS

Regional

SCHEDULED RELEASE DATE

Apr 2012



[Back to Table of Contents >>](#)

HR MANAGEMENT TERMS

TALK THE HR TALK

THE CHALLENGE

Today's global business environment requires that many individuals outside the HR function also are fluent in the "HR language." This means you need to:

- Understand terminology across all aspects of HR: compensation, benefits and mobility
- Navigate HR terminology across different global regions talent pool
- Comprehend how compensation, benefits and mobility interrelate

MEETING THE CHALLENGE

Mercer's **HR Management Terms** helps you understand:

- The distinction between short- and long-term incentives
- What is meant by "mobility premiums for repatriation"
- The difference between remuneration and total rewards
- Items that fall under fringe benefits

SEE A SAMPLE

[View](#) an excerpt from the report.

ORDER THE REPORT

HR Management Terms is available as a single global volume.

[Order Online](#)

www.imercer.com/managementterms

PRICES

USD 250 | EUR 185

REPORT AT-A-GLANCE

Compiled by our global HR experts, this practical companion to our other Mercer reports helps readers gain better insight into our data, translating it into optimal workforce decisions that enable them to attract, retain and motivate talented employees.

COVERAGE AREA

1,257 Terms

SCHEDULED RELEASE

DATE

Sep 2011



[<< Back to Table of Contents](#)

ABOUT MERCER

Mercer is the global leader for trusted HR and related financial advice, products and services. In our work with clients, we make a positive impact on the world every day. We do this by enhancing the financial and retirement security, health, productivity and employment relationships of the global workforce.

Mercer has more than 19,000 employees serving clients in over 180 cities and 40 countries and territories worldwide.

As a wholly owned subsidiary of Marsh & McLennan Companies, Inc., we can also provide access to the complementary services of our sibling companies, Marsh, Guy Carpenter and Oliver Wyman.

GLOBAL INSIGHTS ORDER FORM

Please select your publications by checking the boxes next to the prices. GCPR-Online and WBEG-Online are online only.; all other reports are in **PDF** only.

	USD	EUR		USD	EUR	
BENEFITS			COMPENSATION (CONTINUED)			
International Car Policies - All 3 volumes	1,290	960	<input type="checkbox"/>	International Geographic Salary Differentials	940 700	<input type="checkbox"/>
— Americas	540	400	<input type="checkbox"/>	Pay Differentials within China	940 700	<input type="checkbox"/>
— Asia Pacific	540	400	<input type="checkbox"/>	Pay Differentials within India	940 700	<input type="checkbox"/>
— Europe & the Middle East	540	400	<input type="checkbox"/>	R&D Salaries around the World	940 700	<input type="checkbox"/>
Worldwide Benefit & Employment Guidelines - All 5 volumes	6,800	5,040	<input type="checkbox"/>	Structure of Salaries around the World	940 700	<input type="checkbox"/>
— Americas	1,275	945	<input type="checkbox"/>	Sales Salaries around the World	940 700	<input type="checkbox"/>
— Asia Pacific	1,690	1,260	<input type="checkbox"/>	Short-Term Incentives around the World	940 700	<input type="checkbox"/>
— Central & Eastern Europe	1,690	1,260	<input type="checkbox"/>	Total Employment Costs around the World	940 700	<input type="checkbox"/>
— Western Europe	1,690	1,260	<input type="checkbox"/>			
— Middle East & Africa	1,275	945	<input type="checkbox"/>	GLOBAL MOBILITY		
— Per Country	350	260	<input type="checkbox"/>	Global Mobility Handbook (Vol 1&2)	1,600 1,185	<input type="checkbox"/>
Worldwide Benefit & Employment Guidelines - Online*	9,900	7,330	<input type="checkbox"/>	Global Mobility Handbook Vol 1	940 700	<input type="checkbox"/>
				Global Mobility Handbook Vol 2	940 700	<input type="checkbox"/>
COMPENSATION				Global Mobility Metrics: Focus on Retaining Key Talent	940 700	<input type="checkbox"/>
Compensation Handbook	940	700	<input type="checkbox"/>			
Engineering Salaries Worldwide	940	700	<input type="checkbox"/>	POLICIES AND PRACTICES		
Global Compensation Planning Report	990	735	<input type="checkbox"/>	Global HR Factbook	980 730	<input type="checkbox"/>
Global Compensation Planning Report - Online*	2,500	1,850	<input type="checkbox"/>	HR Atlas Asia Pacific	980 730	<input type="checkbox"/>
Global Pay Summary - All 4 volumes	1,870	1,390	<input type="checkbox"/>	HR Management Terms	250 185	<input type="checkbox"/>
— Americas	560	420	<input type="checkbox"/>			
— Asia Pacific	560	420	<input type="checkbox"/>	PREMIUM MEMBERSHIPS		
— Europe Europe	560	420	<input type="checkbox"/>	Complete	24,000 17,700	<input type="checkbox"/>
— Western Europe	560	420	<input type="checkbox"/>	Custom**	10,000 7,400	<input type="checkbox"/>

* Not included in a Mercer Select membership.

** Select 10 publications in this list

Total value of order: _____

All prices are subject to applicable local taxes.

DETAILS (if you fax, email or submit your order online):

FIRST NAME _____ LAST NAME _____

POSITION TITLE _____ COMPANY _____

ADDRESS _____

CITY _____ STATE/PROVINCE _____

POSTAL CODE _____ COUNTRY _____

TELEPHONE _____ FAX _____

EMAIL _____

DATE _____

Order in any of the following ways:

www.imercer.com/globalinsights
 client.services.europe@mercer.com
 +48 22 434 5383
 Fax: +48 22 456 4021

Mercer
 Client Services
 Aleje Jerozolimskie 94
 00-807 Warsaw, Poland



For further information, please contact
your local Mercer office or visit our website at:
www.mercer.com

- | | |
|----------------|----------------------|
| 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 |