

Mercer BenefitsMonitor™



Mercer BenefitsMonitor™

Mercer conducts benefits surveys annually, providing you with the most up-to-date market information. Access reports via our online tool, Mercer BenefitsMonitor™ (MBM), anytime and anywhere, and have the information you need at your fingertips.

MBM allows you to:

- Compare your benefits data against your competitors and the general market.
- Analyze how companies set up their benefits plans for different employee groups.
- Access latest statutory benefits information in one place.
- Customize and run reports at your convenience.

Key benefits

Each report includes information about the typical benefits for a given market. The following table provides an example of some of the benefits covered in the reports. For a comprehensive list of benefits covered per location, please contact your [local Mercer consultant](#).

| | | | |
|---|--|--|---|
|  <p>Core benefits</p> <ul style="list-style-type: none"> • Leave & holidays • Medical benefits – outpatient & inpatient • Insurance benefits • Supplementary retirement • Allowances & subsidies |  <p>Employment conditions</p> <ul style="list-style-type: none"> • Working hours and overtime policies • Re-employment policies • Contract employment • Termination & redundancy • Flexible work arrangements |  <p>Strategic benefits</p> <ul style="list-style-type: none"> • Health & wellness • Flexible benefits • Perquisites • Training & development • Employee recognition awards • Long-service awards |  <p>Mobility-related benefits</p> <ul style="list-style-type: none"> • Vehicle benefits • Business travel – domestic & international • Local plus benefits |
|---|--|--|---|

Types of reports

General

Spotlight report

- Provides an overview of key benefits practice trends in the general market
- Represents all industries
- Gives a statutory overview

Additional benefits information

Global benefits legislative update reports:

- Get monthly updates to legislative/ environmental changes to key benefits.

Snapshot survey/quick poll results:

- Take part in ad hoc surveys/polls to get complimentary reports on the latest market trends.

Specific

Detailed reports

- Gives a side-by-side comparison of benefits plans
- Available in PDF and/or Excel

Benefits Practice Report Summary (BPRS)

- Provides a quick overview of prevalence and median values across different employee categories of your selected peer group

Benefits Prevalence Report (BPR)

- Gives a side-by-side comparison of your organization's benefits policies against aggregated statistics of selected peer groups

Detailed Benefits Report (DBR)

- Provides aggregated statistics and exact details of the benefits plans of a custom peer group
- Gives a side-by-side comparison of benefits provided by different employers

Other features



Global benefits legislative updates

Get monthly updates on legislative and other environmental changes to key employee benefits in more than 40 countries.



Benefits webinars

Get exclusive invite to our benefits webinars to keep abreast of the latest market trends.

Pricing options

| | Standard | Standard Plus | Premium |
|--|--|--|--|
| <ul style="list-style-type: none"> • Membership is for one year. • You get the latest information each time we update and release the survey results within your membership year. | <ul style="list-style-type: none"> • Access to aggregated reports (BPR and BPRS) of "All Industries" peer group • Spotlight on Benefits report | <ul style="list-style-type: none"> • Access to aggregated reports (BPR and BPRS) of "All Industries" peer group • Spotlight on Benefits report • One free custom peer cut (BPR and BPRS or DBR) | <ul style="list-style-type: none"> • Access to aggregated reports (BPR and BPRS) of "All Industries" peer group • Spotlight on Benefits report • Unlimited custom peer cuts |
| Location/Market | (in USD) | (in USD) | (in USD) |
| Australia | 1,650 | 2,150 | 3,100 |
| Bangladesh | 1,500 | 1,900 | 3,100 |
| Cambodia | 1,300 | - | - |
| Hong Kong | 1,850 | 2,450 | 3,600 |
| India | 1,700 | 2,100 | 4,300 |
| Indonesia | 1,600 | 2,000 | 3,150 |
| Japan | 1,700 | 2,100 | 3,250 |
| Malaysia | 1,600 | 2,000 | 3,150 |
| Myanmar | 1,300 | - | - |
| New Zealand | 1,400 | - | - |
| Pakistan | 1,600 | 2,050 | 3,350 |
| Philippines | 1,600 | 2,100 | 3,250 |
| Singapore | 1,700 | 2,100 | 3,250 |
| Sri Lanka | 1,500 | 1,900 | 3,100 |
| South Korea | 1,650 | 2,050 | 3,150 |
| Taiwan | 1,600 | 2,100 | 3,250 |
| Thailand | 1,700 | 2,100 | 3,350 |
| Vietnam | 1,600 | 2,000 | 3,150 |
| China - per city (Beijing, Guangzhou, Shanghai, Shenzhen or All of China second-tier cities) | 4,350 | - | 5,450 |
| China (all cities) | - | - | 6,550 |

Note: Non-MBM benefits participants (non-submission of data) pay 2-3 times the applicable pricing for each membership access type, depending on the country. Please refer to the [subscription form](#) for detailed pricing.

Mercer BenefitsMonitor™ report samples

Spotlight on Benefits Report

Provides an overview of key benefits practice in the general market.

Graph 1: Annual leave policies

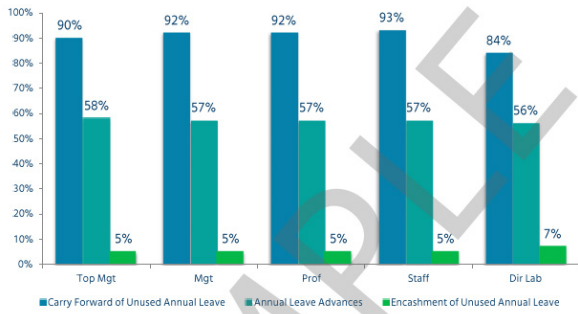


Table 1: Annual entitlement by completed years of service

| Length of Service | Annual Leave Entitlement (days) | | | | | |
|---------------------|---------------------------------|-----------------|-----|------|-------|---------|
| | Statutory | Market Practice | | | | |
| | | Top Mgt | Mgt | Prof | Staff | Dir Lab |
| 1 | 7 | 18 | 18 | 16 | 15 | 14 |
| 5 | 11 | 20 | 20 | 19 | 18 | 16 |
| 10 | 14 | 23 | 20 | 20 | 20 | 18 |
| 20 | 14 | 25 | 24 | 21 | 21 | 20 |
| Maximum Entitlement | 14 | 25 | 24 | 21 | 21 | 20 |

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Leave

Key Points:

- It is common for companies to differentiate annual leave entitlement by seniority and years of service.
- Companies typically do not provide paternal leave in excess of statutory requirements

Annual Leave

Almost all companies provide annual leave above the statutory minimum to their employees. The majority of companies (62%) offer the leave upon employment while the remaining companies offer annual leave benefits after probation.

The market median for the number of annual leave provided has largely remained constant for the past few years. Employees with top management roles tend to start with more days of annual leave as compared to employees in the professional or staff categories. Companies typically allow their employees to replace annual leave with sick leave, should they fall sick on an annual leave day.

92% of companies allow their employees to carry forward any unused annual leave, with 57% of companies allowing unused annual leave to be carried till the end of the next calendar year. 20% of companies allow unused leave to be carried till the end of the 1st quarter and 9% allow it to be carried forward until the end of the 2nd quarter.

57% of companies offer leave advances, with 25% of the companies providing annual leave advances up to one year's entitlement and 3% providing it up to a half-year's entitlement. 24% companies offer this to employees on a discretionary basis.

Encashment of annual leave is not prevalent in Singapore with only approximately 5% of companies having a defined policy.

Benefits Practice Report Summary (Median)

Allows you to view prevalence and median values of benefits plans provided across employee levels in one report.

| Question Description | Percentages shown are for those plans responding "Yes" | | | | |
|--|--|----------------------------|------------------------------|-----------------------|------------------------------|
| | Top Management (companies=294) | Management (companies=309) | Professional (companies=308) | Staff (companies=282) | Direct Labor (companies=113) |
| 3 Does your company work according to a 5.5 day work week? <i>If yes, how does your organization treat vacation leave taken on a Saturday?(please fill out one only)</i> | 2.38% | 2.59% | 3.57% | 5.32% | 10.62% |
| 3.1 <i>Annual leave on Saturday is debited as a half day leave.</i> | 0.34% | 0.65% | 0.97% | 1.77% | 1.77% |
| 3.1.2 <i>Annual leave on Saturday is debited as a full day leave.</i> | 1.70% | 1.29% | 1.62% | 2.48% | 6.19% |
| 4 How do you credit annual leave entitlement to your employees? <i>Accrual basis (E.g: Annual entitlement is 16 days, 4 days will be credited to employees after each quarter)</i> | 14.29% | 13.59% | 13.96% | 13.83% | 14.16% |
| 4.2 <i>Up-front basis (E.g: Annual entitlement is 16 days and all 16 days are credited at the start of the year)</i> | 52.04% | 54.37% | 54.22% | 53.19% | 40.71% |
| 5 Does your organization allow annual leave advances? | 54.76% | 54.37% | 54.87% | 55.32% | 52.21% |
| 5.1 <i>Up to a half year's entitlement.</i> | 2.38% | 2.59% | 2.60% | 2.48% | 3.54% |
| 5.2 <i>Up to one year's entitlement.</i> | 24.15% | 23.95% | 24.03% | 24.82% | 26.55% |

Benefits Prevalence Report (25th, 50th and 75th percentiles)

Allows you to compare your employer’s benefits plan against the aggregated statistical data of our benefits survey participants, per employee level.

| Question Description | % Yes | Average | Q1 (25 pct) | Q2 (50 pct) | Q3 (75 pct) | # of Companies |
|--|--------|---------|-------------|-------------|-------------|----------------|
| 1 How many weeks of paid parental leave do you provide for full time employees? | | | | | | |
| 1.1 <i>Maternity Leave combined (Statutory: 16 weeks)</i> | | 16.25 | 16.00 | 16.00 | 16.00 | 312 |
| 1.2 <i>Maternity Leave before childbirth</i> | | 3.99 | 4.00 | 4.00 | 4.00 | 287 |
| 1.3 <i>Paternity Leave (Statutory: 2 weeks)</i> | | 2.90 | 2.00 | 2.00 | 2.00 | 309 |
| 1.4 <i>Adoption Leave (Statutory: 12 weeks)</i> | | 12.15 | 12.00 | 12.00 | 12.00 | 310 |
| Eligibility | | | | | | |
| 2 Is there a minimum period of employment required to be entitled to the parental leave benefit? | 80.45% | | | | | 251 |
| 2.1 <i>If yes, please provide the number of days required before maternity leave can be taken?</i> | | 92.17 | 90.00 | 90.00 | 90.00 | 249 |
| 2.2 <i>If yes, please provide the number of days required before paternity leave can be taken</i> | | 91.88 | 90.00 | 90.00 | 90.00 | 246 |
| 3 Do you extend parental leave to: | | | | | | |
| 3.1 <i>Domestic partners (A domestic partnership is an interpersonal relationship between two individuals who live together and share a common domestic life, but are not married.)</i> <i>Common Law partners (Common-law marriage is a legal framework where a couple is legally considered married, without that couple having formally registered their relation as a civil or religious marriage.)</i> | 16.67% | | | | | 52 |
| 3.2 <i>Common Law partners (Common-law marriage is a legal framework where a couple is legally considered married, without that couple having formally registered their relation as a civil or religious marriage.)</i> | 27.56% | | | | | 86 |

Detailed Benefits Report

Allows you to conduct a side-by-side comparison of your employer’s benefits plan against the exact benefits plans details of a custom peer group of your choice.

| Question Description | Average | Minimum Value | Maximum Value | # of Plans | # of Orgs | My Employer | Employer A | Employer B | Employer D | Employer C | Employer D |
|--|---------|---------------|---------------|------------|-----------|-------------|----------------|---------------------------|---------------------------|------------|------------|
| | | | | | | Plan 1 | Plan 1 | Plan 1 | Plan 2 | Plan 1 | Plan 1 |
| Annual Leave | | | | | | | | | | | |
| 1 Annual leave is eligible: | | | | | | | | | | | |
| 1.1 <i>Upon employment</i> | | | | 73 | 51 | Yes | No | No | No | Yes | Yes |
| 1.2 <i>After probation</i> | | | | 3 | 1 | No | No | No | No | No | No |
| 1.3 <i>Others, please specify:</i> | | | | | | | After 3 months | After 6 months of service | After 3 months of service | | |
| 2 What is the annual leave entitlement (in days) by completed years of service? | | | | | | | | | | | |
| 2.1 <i>1 year</i> | 16.32 | 8.00 | 35.00 | 81 | 56 | 19 | 17 | 12 | 10 | 21 | 18 |
| 2.2 <i>2 years</i> | 16.52 | 8.00 | 35.00 | 81 | 56 | 19 | 17 | 12 | 11 | 21 | 18 |
| 2.3 <i>3 years</i> | 16.99 | 9.00 | 35.00 | 81 | 56 | 19 | 18 | 12 | 12 | 21 | 18 |
| 2.4 <i>4 years</i> | 17.70 | 10.00 | 35.00 | 81 | 56 | 19 | 19 | 12 | 13 | 21 | 20 |
| 2.5 <i>5 years</i> | 18.57 | 11.00 | 35.00 | 81 | 56 | 19 | 20 | 15 | 14 | 21 | 20 |
| 2.6 <i>6 years</i> | 19.20 | 12.00 | 35.00 | 81 | 56 | 19 | 20 | 15 | 14 | 21 | 20 |
| 2.7 <i>7 years</i> | 19.62 | 13.00 | 35.00 | 81 | 56 | 19 | 20 | 15 | 15 | 21 | 23 |
| 2.8 <i>8 years</i> | 19.83 | 14.00 | 35.00 | 81 | 56 | 19 | 20 | 15 | 16 | 21 | 23 |
| 2.9 <i>9 years</i> | 19.90 | 14.00 | 35.00 | 81 | 56 | 19 | 20 | 15 | 16 | 21 | 23 |
| 2.10 <i>10 years</i> | 20.64 | 14.00 | 35.00 | 81 | 56 | 19 | 20 | 20 | 16 | 21 | 25 |
| 2.11 <i>11 years</i> | 20.83 | 14.00 | 35.00 | 81 | 56 | 19 | 20 | 20 | 16 | 21 | 25 |
| 2.12 <i>12 years</i> | 20.84 | 14.00 | 35.00 | 81 | 56 | 19 | 20 | 20 | 17 | 21 | 25 |
| 2.13 <i>13 years</i> | 20.86 | 14.00 | 35.00 | 81 | 56 | 19 | 20 | 20 | 18 | 21 | 25 |
| 2.14 <i>14 years</i> | 20.89 | 14.00 | 35.00 | 81 | 56 | 19 | 20 | 20 | 19 | 21 | 25 |
| 2.15 <i>15 years</i> | 20.93 | 14.00 | 35.00 | 81 | 56 | 19 | 20 | 20 | 19 | 21 | 25 |
| 2.16 <i>20 years</i> | 21.05 | 14.00 | 35.00 | 81 | 56 | 19 | 20 | 20 | 20 | 21 | 25 |
| 2.17 <i>25 years</i> | 21.10 | 14.00 | 35.00 | 81 | 56 | 19 | 20 | 20 | 20 | 21 | 25 |
| 2.18 <i>What is the maximum annual leave entitlement provided?</i> | 21.10 | 14.00 | 35.00 | 81 | 56 | 19 | 20 | 20 | 20 | 21 | 25 |
| 3 Does your company work according to a 5.5 day work week? | | | | 2 | 2 | No | No | No | No | No | No |

Contact us

Mercer offers a benefits package that truly responds to your employees' needs while fitting within your overall reward strategy.

To learn more about how our products and services can help you improve your competitive position and better manage this critical expense, please contact our regional benefits team or your local Mercer consultant.

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