

Talent All Access® Portal+

Knowledge is powerful.
Time is limited.

Talent All Access® gives you both
with quick to find and easy to
digest content.

This subscription based platform
provides easy access to the data, tools
and insights you need to help lead your
organization toward success.



A TAAP+ subscription includes access
for an unlimited number of users in
your organization!

What's included?

Actionable insights

Access articles, videos, infographics, checklists (and more) to help you manage the current and future needs of your workforce.

Hands-on tools

Manipulate data using interactive online dashboards and tools; or download Excel files to run your own calculations.

Presentation-ready materials

Grab graphics and visuals directly from our reports to incorporate into your presentations, or use our prepared PowerPoint decks.

Customizable calculators

Use our calculators to help evaluate cost saving opportunities and benchmark your company policies to others in the market.

Does your company operate in only one country?

Check out our single market packages.

Does your company operate in only one region?

Select from a variety of regions to meet your data needs.

Does your company operate globally?

TAAP+ is the best option for you.

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Find out more about our Talent All Access® products.



Compensation Drivers

Learn which factors impact pay the most and how pay differs relative to the market average.



Employee Engagement Survey Toolkit

Access a set of recommendations, practices, techniques and templates to use as you plan your own employee engagement survey.



Flexible Working Policies & Practices

Learn how companies are designing and structuring their flexible working policies.



Global Compensation Planning

Everything you need to know about salary increases, economic indicators, mandatory pay schemes, and more.



Global Inclusive Benefits

Learn about healthcare offerings that help you create an inclusive benefits program to meet the needs of all employees.



Global Pay Summary

Compare your company to the market with base salary and total cash compensation data for up to 50 benchmark jobs.



Incentives Around the World

Determine the right incentive program for your company by evaluating eligibility, targets, and actual incentive data for STI, sales, and LTI.



Leave Programs

Review market practice and statutory requirements of paid and unpaid time off for a selection of core leave programs.



Transportation Costs

Understand costs associated with offering a transportation benefit to help determine the right approach for your company.



Transportation Policies

Discover which types of transportation benefits are commonly offered and who is eligible to receive them.



Worldwide Benefit & Employment Guidelines

Review statutory and supplemental benefit details for social security, retirement, medical, death, disability, and more.



Workforce Movement

Monitor employee movement trends in, out, and within companies around the world with data on turnover, workforce changes, hot skills and more.

Note: Some markets may include additional local market reports.

Report Coverage

Gain exclusive access to calculators and tools, designed to complement our data products!

Proactively manage your benefits offering



Car allowance calculator

Calculate recommended monthly car allowances for your employees.

Perquisites and allowances market comparison

Review and compare perquisites and allowances for up to three markets at a time.

	Market 1	Market 2	Market 3
Region	Americas	Asia Pacific	Central & Eastern Europe
Market	Argentina	Brazil	Bulgaria
Car & transportation	Around three quarters of companies (75%) provide company cars or leased car allowances to directors, general managers and managers. This includes both lease and company-owned vehicles. <small>(Source: Mercer March Benefits Benchmarking 2021)</small>	Over half (52%) of companies offer car benefits to employees, typically as cars to management and above, with trends varying by employee grade. This includes both lease and company-owned vehicles. <small>(Source: Mercer's Total Remuneration Survey 2021)</small>	Around two-thirds (66%) of companies provide this benefit, and most provide a car for both business and private use. <small>(Source: Mercer's Total Remuneration Survey 2021)</small>
Meal allowances/subsidized eating facilities	Meal allowances are considered part of remuneration and taxable. 71% of companies provide this benefit. Most programs provide a lump sum for employees. Note: This benefit has become significantly less prevalent in the context of COVID-19, with 2% of employers with employees currently working remotely provide a meal allowance.	It is not common for employers to provide meal allowances. If meals are provided, costs may range between 10000-20000 per employee per month.	Nearly all companies provide lunch vouchers or canteen meals.

Budget for today and the future



Salary increase projections

View salary increase budgets for years to come.

Total employment costs

Estimate the total costs of an employee based on the salary you are providing.

Compensation elements			Supplemental benefits		
Select all	% of base salary	Annual amount	Select all	% of base salary	Annual amount
<input checked="" type="checkbox"/> Allowances	9.2 %	435	<input checked="" type="checkbox"/> Retirement	1.5 %	6,262
<input checked="" type="checkbox"/> LTD	29.6 %	14,276	<input type="checkbox"/> Disability	- %	-
<input checked="" type="checkbox"/> Sales incentives	27.3 %	13,319	<input type="checkbox"/> Accidental death & disability	- %	-
<input type="checkbox"/> LTI	22.6 %	11,201	<input type="checkbox"/> Medical	- %	-
<input type="checkbox"/> Other	- %	-	<input type="checkbox"/> Life	- %	-
Subtotal: 10,481,440			Subtotal: 6,262,440		
Other benefits			Mandatory employer contribution		

Compare pay around the world



Market pay benchmarking

Benchmark your salaries to the market with base salary and total cash compensation data.

Market pay differentials

Compare base salary data from two different markets and view the differentials for these markets.

Job family	Selected countries	Job position	Selected office (2021)
Region	Americas	Region	Asia Pacific
Market	Argentina	Market	India
Annual base salary (2021)	175,334	Annual base salary (2021)	155,562
Differential above or below market 2	-27.36%	Differential above or below market 1	17.67%

Adjust to flexible working environment



Return to work calculator

Understand how much space you may need to dedicate to hybrid versus full-time workers.

Work from home allowance calculator

Calculate the potential costs to create a customized WFH allowance policy.

Initial cost		Ongoing cost			
Essential company-owned equipment	Responsible office supplies	Monthly	Annually	Monthly	Annually
Desktop: 1413.94	Workstation: 144.00	Printer lease fee: 127.17	61.59	Printer: 21.98	26.38
Headset and mouse: 89.00	Cell phone with service: 20.00	Printer ink fee: 142.00	142.00	Post-it notes: 14.20	14.20
Power cord (with connection for ethernet): 20.00		Printer: 1247.17	1247.17	Printer: 124.72	124.72
		Desk: 107.17	64.30	Supplies for printers: 122.51	122.51
		Chairs: 107.17	64.30	Other: 124.72	124.72
Essential equipment total		Supplier total	annually: 1424.17	annually: 1424.17	

Talent All Access® Portal+

	USD	EUR	CAD	GBP
TAAP+	30,000	25,500	39,000	22,500

Talent All Access® Geography

	USD	EUR	CAD	GBP
Asia Pacific Region	10,000	8,500	13,000	7,500
Latin America Region	10,000	8,500	13,000	7,500
Middle East and North Africa Region	10,000	8,500	13,000	7,500
Gulf Region	6,000	5,100	7,800	4,500
Sub-Saharan Africa Region	6,000	5,100	7,800	4,500
Single Market	5,000	4,250	6,500	3,750

Gulf region includes: Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and United Arab Emirates.

Sub-Saharan Africa region includes: Angola, Ghana, Ivory Coast, Kenya, Nigeria and South Africa.

Pricing note

All online subscriptions include 12 months' access. TAAP+ includes access for an unlimited number of users. All other subscriptions include access for up to 5 users; additional users may be added for a fee.

Single markets available:

- Australia
- Belgium
- Brazil
- Canada
- China
- France
- Germany
- India
- Italy
- Japan
- Mexico
- Netherlands
- Poland
- Singapore
- South Korea
- Spain
- Sweden
- Switzerland
- United Kingdom
- United States

Talent All Access® Tools

	USD	EUR	CAD	GBP
Global Compensation Drivers	3,000	2,700	3,950	2,300
Global Compensation Planning	3,000	2,700	3,950	2,300
Global Pay Summary	3,000	2,700	3,950	2,300
Incentives Around the World	3,000	2,700	3,950	2,300
Leave Programs	3,000	2,700	3,950	2,300
Transporation Costs	3,000	2,700	3,950	2,300
Transportation Policies	3,000	2,700	3,950	2,300
Worldwide Benefit & Employment Guidelines	15,000	13,500	19,750	11,550
Workforce Movement	3,000	2,700	3,950	2,300

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Talent All Access® Geography and Talent All Access® Tools subscribers receive:

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- Access to a new, exclusive TAAP+ item each week — for free!