

2017

DATA MINING & INSIGHTS CATALOG

DISCOVER THE DATA AND
ANALYSIS YOU NEED TO
GUIDE YOUR GLOBAL
HR DECISIONS

Reports
from as
little as
\$350!

DATA. ANALYSIS. ACTION.

Your organization's decision to enter a new market or expand its global footprint has a profound effect on your company's human resources professionals. After all, you need to make the all-important "people" decisions.

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

Mercer surveys and reports provide HR professionals like you with the ability to build and maintain a consistent, competitive global HR strategy. This is accomplished by focusing on:

- ▶ **DATA.** Through our extensive global presence, data is collected from organizations and consultants around the world.
- ▶ **ANALYSIS.** Data is interpreted for insightful and timely analysis on the issues that impact your global HR decision making.
- ▶ **ACTION.** Combined, this data and analysis helps you take the actions necessary to propel your organization forward, attract and retain key talent, and support your human capital mission.

GLOBAL PAY SUMMARY

The **Global Pay Summary** (GPS) publication provides you with data on employee pay in over 100 markets around the world. GPS uses 50 benchmarked positions for you to evaluate your own employee pay programs against market averages and industry standards, and provides analysis to help you develop competitive compensation packages that attract, motivate, and retain workforce talent.

GPS provides you with substantive, actionable salary and compensation information. Notably, it provides annual base salary (ABS) and annual total cash (ATC) compensation for each location and provides you with insights into the countries with the highest and lowest ABS and ATC around the world.

COVERAGE/DELIVERY	PRICE
	USD
ONLINE (up to 5 users)	2,000
GLOBAL (PDF)	2,400
REGIONAL (PDF)	750
SINGLE COUNTRY (PDF)	350



GLOBAL COMPENSATION PLANNING REPORT

The **Global Compensation Planning Report (GCPR)** is a valuable tool that provides you with insights into salary trends, economic data, and labour market indices around the world. It covers over 140 markets and is a powerful resource for rethinking your compensation strategy, whether through the creation of a new salary structure or determining how your existing reward packages compare with competitors. GCPR includes current information on economic and salary increase trends across all career levels.

GCPR offers you the following information:

- ▶ Salary increases for three years (past year, most recent year, future year)
- ▶ Economic indicators (GDP changes, inflation, and unemployment rates)
- ▶ Regional overviews
- ▶ Short-term incentives and labour market information

You'll also receive email access to Mercer's content experts with your GCPR subscription.

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INDUSTRY ADD-ON	500
GLOBAL (PDF)	1,500
REGIONAL (PDF)	750
SINGLE COUNTRY (PDF)	350



GLOBAL COMPENSATION PLANNING 20 YEAR LOOK BACK

Use the new **Global Compensation Planning 20 Year Look Back** to gain key insights into historical trends. Whether you're interested in how the global recession impacted emerging markets or which countries experienced the biggest economic swings over the last 20 years, this resource offers you an invaluable roadmap of the broader forces affecting the global business environment.

NEW!

Topics covered for 63 countries:

- ▶ Average salary increases vs. year-over-year economic changes
- ▶ Impact of the recession on salary increases and economic trends in emerging markets
- ▶ Markets most impacted by the recession
- ▶ Pre- vs. post-recession salary increase changes
- ▶ Impact on “real” salary increases
- ▶ Biggest changes in salary increase and economic trends

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INTERNATIONAL GEOGRAPHIC SALARY DIFFERENTIALS

The **International Geographic Salary Differentials (IGSD)** online tool is an excellent resource to help you measure the impact of your salary offerings on employees around the world. IGSD allows you to gauge salaries in different locations by providing median gross and net salaries for benchmarked positions in 86 countries and presents data in local currencies and USD so you can easily evaluate how salaries vary between markets.

IGSD empowers you to make hyper-localized decisions by providing detailed salary information for personnel at the following employment levels in selected cities, regions, and states/provinces:

- ▶ Executive
- ▶ Upper-middle management
- ▶ Lower-middle management
- ▶ Senior professional
- ▶ Junior professional
- ▶ Skilled para-professional
- ▶ General para-professional

DELIVERY	PRICE
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WORKFORCE TURNOVER AROUND THE WORLD

Are you an HR or business manager looking for assistance with talent retention and workforce planning? The Workforce Turnover Around the World (WTAW) contains reliable and up-to-date data to assist you with forecasting, preparing, and managing the revolving door of employment. It provides you with a country-by-country overview of voluntary and involuntary turnover, and collates data by six different career levels and 14 industries so you can quickly identify the data that is most relevant to your own needs and operations.

NEW!



You'll receive the following insights and analysis with WTAW.

- ▶ Breakdowns of working age and economically active population
- ▶ Projections on GDP growth, inflation, and unemployment
- ▶ Rates of voluntary and involuntary turnover by career level and industry
- ▶ Current and projected hiring intentions by industry
- ▶ Current and projected average workforce increase and decrease by industry

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GLOBAL (PDF)	3,000
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TOTAL EMPLOYMENT COSTS AROUND THE WORLD

Pinpoint the cost of human capital in your organization. The Total Employment Costs Around the World (TEC) will help you account not only for salary or cash compensation, but also for the total cost of benefits, incentives, employer contributions, and taxes. Identify these hidden costs of business in various locations around the world and make informed choices on some of your most strategic HR planning decisions.

TEC covers a number of benefits offered in 76 global markets to help you design a competitive package that attracts and retains your key employees. You may use TEC data to:

- ▶ Compare the real cost advantage among different countries for business expansion decisions.
- ▶ Assess and compare benefit costs in terms of annual base salary across countries.
- ▶ Understand mandatory employer contributions in different countries.
- ▶ Assess the hidden costs of employing a worker in any location.

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REWARDING THE RISK PREVENTERS: GETTING CYBER STAFFING RIGHT

The cyber threat is not going away and can cost millions of dollars. Use Mercer's **Rewarding the Risk Preventers: Getting Cyberstaffing Right** report to gain insights into what other companies are doing to attract and retain the top cyber talent to protect themselves against these threats.



NEW!

This report analyzes responses from organizations around the world and includes information on the following cyber topics:

- ▶ Cybersecurity starts at the top.
- ▶ How to build your cyber team.
- ▶ What are the desired qualifications for your cyber team?
- ▶ What to do to keep your existing cyber talent.
- ▶ What actions should you consider?

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SHORT-TERM INCENTIVES AROUND THE WORLD

Need help designing motivation and rewards programs that effectively drive individual performance? The Short-Term Incentives Around the World (STI) publication contains critical data on short-term incentive packages offered around the world, covering 87 markets in 71 countries. Specifically, you can gain insight into the percentage of employees receiving short-term incentives, the actual STI as a percentage of base salary, and the targeted STI based on a percentage of base salary in each of these markets. Information is reported by career level and job family, allowing you to mine insights into how incentive eligibility and award levels differ by geography and career level.

Career levels analyzed include:

- ▶ Executives
- ▶ Management (managers, supervisors/team leaders)
- ▶ Senior and experienced professionals
- ▶ Para-professionals

COVERAGE	PRICE
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GLOBAL (PDF)	1,500
REGIONAL (PDF)	750
SINGLE COUNTRY (PDF)	350



Job families covered include::

- ▶ Administration
- ▶ Contact centres
- ▶ Corporate affairs
- ▶ Engineering
- ▶ Finance and accounting
- ▶ Human resources
- ▶ Information technology
- ▶ Legal
- ▶ Manufacturing
- ▶ Marketing
- ▶ Quality assurance
- ▶ Research and development
- ▶ Sales
- ▶ Sales and marketing
- ▶ Supply and logistics
- ▶ Top management

Coming Soon!

SEVERANCE POLICIES AROUND THE WORLD

Look for this new report coming soon ... from \$500

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CAR BENEFIT POLICIES AROUND THE WORLD

Gain a deeper understanding of how car benefit policies differ by country and region. The new Car Benefit Policies Around the World (CBP) publication presents a consistent set of global data related to car benefit policies. CBP replaces Mercer's Global Car Policies report. The report contains the most current information available for car benefit policies in 88 markets so you can remain on top of policy trends and provides indices that are critical for crafting an annual car policy.



NEW!

This new publication includes:

- ▶ Green car policies
- ▶ Car benefit eligibility
- ▶ Vehicle changes (trading up or down)
- ▶ Vehicle replacement policies
- ▶ Vehicle types and cost
- ▶ Vehicle related expenses
- ▶ Allowance amounts

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GLOBAL PARENTAL LEAVE

Looking for reliable information on corporate policies for maternal, paternal, and parental leave policies around the world? Look no further, the Global Parental Leave publication provides hard data and actionable insights into a rapidly changing benefits area. It includes statutory and legal requirements in 50 countries, median benefits for parental leave programs, and metrics for less traditional parental leave programs, such as adoption and miscarriage

The **Global Parental Leave** survey provides you with the following types of programs:

- ▶ Maternity and paternity leave
- ▶ Miscarriage leave
- ▶ Adoption leave
- ▶ Family care leave

For each of these programs, the survey presents the following information on a country-by-country basis:

- ▶ Prevalence of policies
- ▶ Number of fully paid, partially paid, and unpaid leave days
- ▶ Rate of pay for partially paid days
- ▶ Employee eligibility

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LGBT BENEFITS AROUND THE WORLD

An increasingly diverse, accepting, and inclusive world has required companies to reexamine their own corporate culture and practices. You need to ensure that your employee benefits programs do not actively disenfranchise or discriminate against lesbian, gay, bisexual, and transgender (LGBT) employees.



NEW!

This report addresses the following questions:

- ▶ Which benefits are provided to LGBT employees?
- ▶ What are the main reasons a benefit is not provided?
- ▶ What is covered for each benefit type?

TOPICS COVERED

- ▶ Diversity Policies
- ▶ Benefit Coverage
- ▶ Gender Affirmation Treatment
- ▶ Family Planning and Care
- ▶ HIV Coverage
- ▶ LGBT Healthcare Vendors

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WORLDWIDE BENEFIT & EMPLOYMENT GUIDELINES

This comprehensive, quick reference guide provides information on local working and benefits requirements around the world? The Worldwide Benefit & Employment Guidelines (WBEG) is designed for global businesses with foreign interests. It provides current and reliable information that affects talent and workplace management and benefits. WBEG features information for 77 countries, making it a valuable resource for any company – from multinational corporations to smaller firms with overseas partners – that need to stay competitive through effective, attractive, and legally compliant benefit plans.

TOP SELLER



WBEG helps organizations avoid constant tracking of laws and regulations in turbulent political environments by providing immediate access to critical information on worldwide employment conditions and benefits. Approved and proposed legislation, local trends, statutory requirements, and supplemental or typical benefits are all covered through WBEG.

The following detailed information is included for selected countries:

ECONOMIC ENVIRONMENT

- ▶ GDP growth
- ▶ Inflation
- ▶ Unemployment
- ▶ Total population
- ▶ Working age range population
- ▶ Economically active population

BENEFITS COVERED

- ▶ Social security
- ▶ Retirement benefits
- ▶ Death benefits
- ▶ Disability benefits
- ▶ Medical benefits
- ▶ Maternity/paternity/parental benefits
- ▶ Social benefits
- ▶ Perquisites and allowances
- ▶ Flexible benefits programs

EMPLOYMENT CONDITIONS

- ▶ Severance conditions and termination indemnities
- ▶ Working time
- ▶ Entry and residence rules
- ▶ Employment contracts
- ▶ Occupational health and safety
- ▶ Industrial relations

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GLOBAL (PDF)	9,000
REGIONAL (PDF)	2,000
SINGLE COUNTRY (PDF)	500



Coming Soon!

VACATION AND OTHER LEAVE

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MOBILITY ALL ACCESS LIBRARY

Interested in all aspects of workforce mobility? The Mobility All Access Library is the optimal product for organizations with global operations. Access a compendium of mobility-related publications and survey results, as well as exclusive content on worldwide mobility issues. Subscribers also receive Mercer's mobility trend series, a monthly briefing on new topics from across the mobility spectrum, and regular articles spotlighting observations and insights into mobility issues around the world.



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- ▶ Worldwide Survey of International Assignment Policies and Practices
- ▶ Alternative International Assignments Survey Report
- ▶ Local plus survey reports
- ▶ Benefits survey for expatriates and internationally mobile employees
- ▶ Worldwide Benefit & Employment Guidelines (WBEG)
- ▶ International Geographic Salary Differentials (IGSD)
- ▶ Car Benefit Policies Around the World (CBP)
- ▶ Expatriate Car Cost Reports
- ▶ Global Mobility Handbook, Volume 1 and 2

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Global business and HR decision making require access to a variety of information. The **Talent All Access[®]** online portal makes finding this information simple and fast. Whether you are focused on business strategy or HR strategy, the data and information you can access through this portal is essential for any manager looking to better understand current pay and benefit programs, make the business case for new or expanded offices, and attract or retain key talent.

For a substantial discount, you can:

- ▶ Retrieve information from all publications in the Data Mining & Insights portfolio, as well as a comprehensive online tool – the Global Compensation Planning Report.
- ▶ Participate in reader polls and read exclusive content from Mercer's thought leaders.
- ▶ Easily navigate to the information you need, as the portal is organized to coincide with the way you plan to use the data.

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PUBLICATIONS AND TOOLS INCLUDED



HEALTH & BENEFITS

- ▶ LGBT Benefits Around the World
- ▶ Car Benefit Policies Around the World
- ▶ Global Parental Leave
- ▶ Severance Policies – Asia Pacific
- ▶ Worldwide Benefit & Employment Guidelines



WORKFORCE & CAREERS

- ▶ Global Pay Summary
- ▶ Global Compensation Planning Report and Online Tool
- ▶ Global Compensation Planning 20 Year Look Back Report
- ▶ International Geographic Salary Differentials
- ▶ Short-term Incentives Around the World
- ▶ Total Employment Costs Around the World
- ▶ Workforce Turnover Around the World



HANDBOOKS & GUIDES

- ▶ Compensation Handbook
- ▶ Global Mobility Handbook
- ▶ HR Atlas Asia Pacific
- ▶ HR Management Terms
- ▶ HR Guides to Doing Business

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