QUALITY OF LIVING - LOCATION REPORTS

MERCER’S QUALITY OF LIVING AND LOCATION EVALUATION REPORTS PROVIDE A CRITICAL OVERVIEW OF KEY ELEMENTS THAT MAKE UP LIVING CONDITIONS FOR CITIES AROUND THE WORLD.
International employees are often assigned to locations where the living conditions differ dramatically from those at home. Compensating expatriates fairly for this change not only keeps your company competitive but also avoids assignee dissatisfaction – which can be costly. To encourage mobility, you need reliable information to help you calculate fair and consistent expatriate allowances. Mercer’s Quality of Living and Location Evaluation Reports provide valuable information and hardship premium recommendations for most major cities throughout the world.

**LOCATION EVALUATION REPORTS**

assess living conditions against generally accepted standards, providing a single premium recommendation for all assignees.

**REPORTS EVALUATE THESE FACTORS:**

- Housing
- Climate and physical conditions
- Pollution
- Disease and sanitation
- Medical facilities
- Education facilities
- Infrastructure
- Physical remoteness
- Political violence and repression
- Political and social environment
- Crime
- Communications
- Cultural and recreation facilities
- Availability of goods and services

**KEY FEATURES AND BENEFITS**

- Fourteen factors that make up daily life for expatriates and their families are assessed for over 140 cities to determine a recommended hardship premium.

**Each PDF report provides:**

- A detailed description of the environment and specific living conditions, plus an overall evaluation score for the location, which is translated into a hardship premium as a percent of salary
- Enhanced ratings for locations with extreme conditions
- Guidelines on how to apply the hardship recommendation to your company’s compensation structure
- Clear, defensible methodology and transparent premium calculations
- Weighted, detailed evaluations that make it clear how each factor contributes to hardship in the location
- Regular updates, ensuring that recommendations reflect the current situation “on the ground”

Customization of reports is also available upon request, as well as reports for non-standard locations (either as an accurate full narrative or numbers-only report, or as an estimated number-only report where information is limited).

**MERCER GLOBAL MOBILITY ADVISORY SERVICES**

Mercer’s global mobility specialists are available to advise you in managing your employees on international assignments. Contact us for further information on Location Evaluation Reports and Quality of Living Reports as well as other Mercer offerings.
QUALITY OF LIVING REPORTS

recommend a point-to-point assignment premium to recognize differences between home and host conditions.

KEY FEATURES AND BENEFITS

• Qualitative assessment of living standards for international transfers
• above 500 standard locations (standard + custom)
• 39 weighted factors within 10 categories represent the criteria most relevant to international assignees
• A city-to-city index comparison that quantifies the difference in the quality of living between any two cities
• The final quality-of-living index and access to the detailed breakdown of the categories that form the resulting index used to create a recommended allowance as a percent of salary
• A score report summarizing the quality-of-living differences
• Customization of reports is available upon request
• Reports for non-standard locations are available upon request, with a choice of full narrative, numbers-only, or estimated numbers-only reports

QUALITY-OF-LIVING CALCULATOR

Our web-based application contains flexible, powerful tools to let you customize your hardship allowance calculations and access details of the scores used in calculating the index.

The calculator also lets you account for additional factors, such as travel time and communication differences between home and the host city and extreme environmental conditions.

THE QUALITY-OF-LIVING INDEX ENCOMPASSES 39 DIFFERENT FACTORS WITHIN THE FOLLOWING 10 CATEGORIES:

- Political and social environment
- Economic environment
- Socio-cultural environment
- Medical and health considerations
- Schools and education
- Public services and transport
- Recreation
- Consumer goods
- Housing
- Natural environment

MOBILITY EXCHANGE

An all-in-one online experience providing thought leadership, data solutions, consulting services, and trends in the mobility industry. The site provides built-in calculators allowing customization while offering access to everything you need to get started in mobility or keep your program on track.

Visit Mobility Exchange – Mercer’s platform for Mobility idea sharing and thought leadership.
For further information, please contact your local Mercer office or visit our website at: https://MobilityExchange.Mercer.com