



2020 Special Edition Report

Mercer Life Sciences
Compensation Survey (MLS)

welcome to brighter

Get the most reliable, relevant data for today's changing landscape

[Mercer Life Sciences Compensation Survey \(MLS\)](#) provides you with the most comprehensive perspective on the Life Sciences sector for organizations of all sizes, from junior to integrated multinational.



80 +
countries



4,000
participating
organizations



220,000
jobs at
all levels



1.4 million
incumbents

Exclusively for 2020, complemented by the one-of-a-kind country-specific Special Edition Report, the MLS results give you comprehensive information on compensation and benefits around the globe and how companies have been responding to COVID-19.

With the Special Edition Reports, we see how the world of compensation and benefits has changed.

Introducing Mercer's Special Edition Report

How companies around the world¹ manage compensation and benefits may look different over the coming months. Mercer is pleased to present the [2020 Special Edition](#), an essential guide to effective decision-making in this time of unprecedented change.

Mercer's annual MLS plus the Special Edition, included in the price, provide organizations like yours with the best "before and after" picture of the market and serve as a critical resource for 2021 planning in what is proving to be a fluid year for compensation and benefits management.

¹The Special Edition will be substituted with Data Refresh in Canada and the US.

What's included?

The most reliable, relevant data for the changing landscape!

The main sections of the Special Edition survey cover changes (organization reactions) due to the COVID-19 outbreak in areas such as variable pay (short-term incentives, sales incentives), pay reductions, salary movement, headcount reduction, hiring intentions, hot jobs, workforce turnover, long-term incentives, remote and flexible working arrangements, benefit, and allowances (ME and APAC only).

Variable pay	Workforce reductions
Salary movements	Hiring intentions
Pay reductions	Hot jobs
Allowances*	Benefits
Long-term incentives	Remote working arrangements
Workforce turnover	Flexible working arrangements

* Middle East and APAC only.

Mercer's Life Sciences Compensation Survey results plus the Special Edition Report give organizations access to comprehensive compensation and benefits information – locally, regionally and globally.

Want to learn more?

Contact your local **Mercer representative** or visit our website at:

www.imercer.com/MLS

thousands

of participating organizations

dozens

of locations

all parts

of the world*

* Excluding the US and Canada.

