

MERCER SELECT
INTELLIGENCESM

2017

SEVERANCE PAY
POLICIES AROUND THE
WORLD



SEVERANCE PAY POLICIES AROUND THE WORLD

No one likes to dwell on lay-offs and terminations, but severance policies are a major component of every HR department's portfolio. These programs offer structure and guidance for employees that are leaving an organization, simultaneously ensuring that they are treated fairly and preparing them to re-enter the job market. This new publication provides severance pay information for more than 30 countries, and can help your organization navigate the tricky waters of severance pay for your employees.

GEOGRAPHY



DATA INCLUDED

4 POLICY AREAS

- Severance Pay Policy
- Notice Period
- Severance Payments
- Payment Formula

4 CAREER LEVELS

- Executive
- Management
- Professional
- Para-professional

PRICING

PRICE	USD	EUR	CAD	AUD
GLOBAL PDF	3,000	2,700	3,800	4,000
REGION PDF	1,500	1,350	1,900	2,000
COUNTRY PDF	500	450	650	700

SEVERANCE PAY POLICIES AROUND THE WORLD

Severance pay and separation policies vary significantly around the world. Local labor laws, collective bargaining actions, and market conditions all affect the termination process, and companies operating in several markets must be sure to adjust their behavior based on local standards and requirements. Mercer's 2017 Severance Pay Policies Around the World helps employers do just that, providing insight into how organizations design and implement their severance pay policies in more than 30 countries around the world.

Severance Pay Policies Around the World covers the following information:

- ▶ Severance Pay Policy
- ▶ Notice Period
- ▶ Severance Payments
- ▶ Payment Formula

METHODOLOGY

Severance Pay Policies Around the World contains data from a global survey conducted in September and October 2017. The results allow companies to compare severance pay policies and identify common practices across all countries in the survey. The statutory requirement section has been extracted from Mercer's Worldwide Benefit & Employment Guidelines.

COUNTRIES COVERED

Albania		Estonia	
Algeria		Ethiopia	
Angola		Finland	
Argentina	●	France	●
Armenia		Gabon	
Australia	●	Georgia	
Austria		Germany	●
Azerbaijan		Ghana	
Bahrain		Greece	
Bangladesh		Guatemala	
Belarus		Guinea	
Belgium	●	Honduras	
Bolivia		Hong Kong	●
Bosnia and Herzegovina		Hungary	
Botswana		India	●
Brazil	●	Indonesia	●
Bulgaria		Iraq	
Cambodia		Ireland	
Cameroon		Israel	
Canada	●	Italy	●
Chile	●	Ivory Coast	
China	●	Japan	●
Colombia	●	Jordan	
Costa Rica		Kazakhstan	
Croatia		Kenya	
Cyprus		Kuwait	
Czech Republic		Latvia	
Democratic Republic of Congo		Lebanon	
Denmark		Libya	
Dominican Republic		Lithuania	
Ecuador		Luxembourg	
Egypt		Macedonia	
El Salvador		Malawi	

PRODUCTS & PRICING

Mercer’s Severance Pay Policies Around the World is available as global, regional, and country reports. There are three regional reports: Americas; Asia Pacific; and Europe, Middle East, and Africa. Reports can be ordered online at any time; the reports will be delivered to clients via their iMercer accounts once they release.

EDITION	USD
	2017
GLOBAL PDF	3,000
REGION PDF	1,500
COUNTRY PDF	500

EDITION	EUR
	2017
GLOBAL PDF	2,700
REGION PDF	1,350
COUNTRY PDF	450

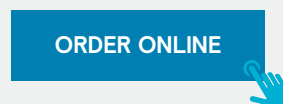
EDITION	CAD
	2017
GLOBAL PDF	3,800
REGION PDF	1,900
COUNTRY PDF	650

EDITION	AUD
	2017
GLOBAL PDF	4,000
REGION PDF	2,000
COUNTRY PDF	700

Note: Prices are set in USD; other prices are subject to currency fluctuations.

COUNTRIES COVERED

Malaysia	•	Senegal	
Malta		Serbia	
Mauritius		Singapore	•
Mexico	•	Slovakia	
Moldova		Slovenia	
Montenegro		South Africa	
Morocco		South Korea	•
Mozambique		Spain	•
Myanmar		Sri Lanka	
Namibia		Sweden	
Netherlands	•	Switzerland	•
New Zealand		Taiwan	•
Nicaragua		Tanzania	
Nigeria		Thailand	•
Norway		Trinidad and Tobago	
Oman		Tunisia	
Pakistan		Turkey	
Panama		Uganda	
Paraguay		Ukraine	
Peru		United Arab Emirates	•
Philippines	•	United Kingdom	•
Poland		United States	•
Portugal		Uruguay	
Puerto Rico		Uzbekistan	
Qatar		Venezuela	
Romania	•	Vietnam	•
Russia	•	Yemen	
Rwanda		Zambia	
Saudi Arabia		Zimbabwe	



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