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HEALTH & BENEFITS
A key area of focus for many companies is the provision of car-related benefits, such as a company-provided vehicle or car allowance. Mercer’s new Car Benefit Policies Around the World (CBP) publication presents a consistent set of global data related to car benefit policies to provide HR managers with a deeper understanding of how policies differ by market. It contains the most current information available for car benefit policies so that HR professionals can remain on top of policy trends, and provides indices that are critical to those individuals responsible for crafting a car policy.

**TOPICS COVERED**
- Scope of car benefit policies
- Green transportation policies
- Car benefit eligibility
- Vehicle replacement policies
- Company-owned vs. company-leased cars
- Car allowances

**DATA INCLUDED**
- Prevalence of policy elements
- Quartiles, median, average statistics for vehicle purchase price, monthly lease, car allowances

**3 REGIONS**
- Americas
- Asia Pacific
- Europe, Middle East, and Africa

**5 CAREER LEVELS**
- Head of organization
- Executive
- Management
- Professional — nonsales
- Professional — sales

**88 MARKETS**
See page 5 for the full list.

**PRODUCTS & PRICING**

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Next release: *June 2018*

©2018 MERCER LLC.
Car benefits are a long-standing staple of many employee benefit programs, but some companies around the world have begun reconsidering these traditional policies in order to meet the unique demands of today’s labor market and workforce expectations. In a world of alternative transportation options and high mobility and turnover, companies are considering how their benefit policies define or differentiate their employment brand. See how your organization compares with 10 industry standards with Mercer’s Car Benefit Policies Around the World.
Mercer’s Global Parental Leave publication presents reliable information on corporate policies for maternal, paternal and parental leave policies around the world. Beginning with statutory and legal requirements in 50 countries, the report provides hard data and actionable insights into a rapidly changing benefits area. It offers average and median benefits for parental leave programs in each market, and includes metrics for less traditional parental leave programs such as adoption and miscarriage.

**TOPICS COVERED**
- Statutory requirements
- General policy information
- Maternity leave
- Paternity leave
- Adoption leave
- Miscarriage leave
- Family care leave

**DATA INCLUDED**
- Average and median number of fully paid, partially paid, and unpaid leave days
- Prevalence of benefits and perks provided while on leave, including benefits repayment if employee does not return
- Support programs offered and assistance provided to employees
- Supplemental leave eligibility

**3 REGIONS**
- Americas
- Asia Pacific
- Europe, Middle East, and Africa

**50 MARKETS**
See page 5 for the full list.

**PRODUCTS & PRICING**

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Next release: September 2018
Drawing on a global pool of maternity, paternity, and parental leave data from our Global Parental Leave (GPL) publication, Mercer’s new Global Parental Leave Industry Scorecard allows you to assess your own company’s parental leave policy and compare it to the market standard for 10 global industries. Identify the specific components of your parental leave policy that lag behind or exceed those offered by your direct competitors, and learn the standard practices of industry leaders around the world.

Download and complete this quiz to find out your company score.

**TOPICS COVERED**

- The overall rankings and score for each industry
- Complete the “What’s my company’s score?” quiz to find out how your company compares to all 10 industries included in this report

**SCORECARD QUADRANTS**

- Employee support
- Work life balance
- Diversity and inclusion
- Compensation and benefits

**DATA INCLUDED**

- Overall industry rankings
- Industry scorecard quadrant rankings
- General prevalence results for each industry

**10 INDUSTRIES**

- Banking/Financial services
- Consumer goods
- Energy
- High tech
- Insurance/Reinsurance
- Life sciences
- Manufacturing
- Other nonmanufacturing
- Retail and wholesale
- Services (nonfinancial)

**PRODUCTS & PRICING**

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Next release: **October 2018**
The expansion of lesbian, gay, bisexual, and transgender (LGBT) rights and awareness has had profound impacts worldwide. As norms shift in society and the court of law, it is incumbent upon private industry organizations to reassess their own position on LGBT-rights issues to stay ahead of the talent market trends. Indeed, in a climate where margins are shrinking, public scrutiny of corporate behavior is increasing, and the labor market is tightening, no organization can afford to overlook its LGBT policy.

TOPICS COVERED
► Diversity policies
► Benefit coverage
► Gender affirmation treatment
► Family planning and care
► HIV coverage
► LGBT healthcare vendors

DATA INCLUDED
► Prevalence of benefits provided to LGBT employees
► Prevalence of what is covered for each benefit
► Common reasons the benefit is not provided

50 MARKETS
See page 5 for the full list.

PRODUCTS & PRICING

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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 is designed to help your organization navigate the tricky waters of severance pay for your employees.

TOPICS COVERED
- Statutory requirements
- Severance pay policy
- Notice periods
- Severance payments
- Payment formula

DATA INCLUDED
- Eligibility for severance pay
- Scope of severance pay policies
- Duration of notice period
- Size of severance payments
- Means of deriving severance payment amount

4 CAREER LEVELS
- Executive
- Management
- Professional
- Para-professional

3 REGIONS
- Americas
- Asia Pacific
- Europe, Middle East, and Africa

32 MARKETS
See page 5 for the full list.

PRODUCTS & PRICING

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Next release: December 2019
Mercer’s Severance Pay Policies Industry Scorecard empowers you to assess and compare your own company’s severance pay policy with the market standard for 10 global industries. Identify specific policy components that lag behind or exceed those offered by the direct competitors, and learn the standard practices of industries around the world.

**TOPICS COVERED**
- The overall rankings and score for each industry
- Complete the “What’s my company’s score?” quiz to find out how your company compares to all 10 industries included in this report

**SCORECARD QUADRANTS**
- Severance pay policy
- Notice period
- Severance payments
- Payment formula

**DATA INCLUDED**
- Overall industry rankings
- Industry scorecard quadrant rankings
- General prevalence results for each industry

**10 INDUSTRIES**
- Banking/Financial Services/Insurance
- Consumer Goods
- Energy
- Healthcare
- High Tech
- Life Sciences
- Manufacturing
- Other Nonmanufacturing
- Retail & Wholesale
- Services (Nonfinancial)

**PRODUCTS & PRICING**

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Mercer’s Vacation and Other Leave Policies Around the World publication provides information on the policies and amount of annual leave offered by companies in 48 markets. By presenting reliable and up-to-date market data alongside information on statutory requirements, the report allows HR managers to see how their policies stack up against competitors within their market and region, and may serve as a guide to those professionals tasked with crafting a leave policy for their own organization.

**TOPICS COVERED**

**ANNUAL LEAVE POLICIES**
- Vacation days
- Personal days
- Holidays
- Sick leave
- Paid time-off pools

**OTHER LEAVE POLICIES**
- Bereavement leave
- Marriage leave
- Volunteer leave
- Study or exam leave
- Sabbaticals

**DATA INCLUDED**
- Statutory leave requirements
- Policy prevalence
- Average number of leave days

**4 CAREER LEVELS**
- Executive
- Management
- Professional
- Para-professional

**3 REGIONS**
- Americas
- Asia Pacific
- Europe, Middle East, and Africa

**48 MARKETS**
See page 5 for the full list.

**PRODUCTS & PRICING**

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Next release: **September 2019**
TOPICS COVERED

- The overall rankings and score for each industry
- Complete the “What’s my company’s score?” quiz to find out how your company compares to all 10 industries included in this report

SCORECARD QUADRANTS

- Policy elements
- Annual leave days
- Holidays
- Miscellaneous leave days

DATA INCLUDED

- Overall industry rankings
- Industry scorecard quadrant rankings
- General prevalence results for each industry

ANNUAL LEAVE POLICIES

- Vacation days
- Personal days
- Holidays
- Sick leave

OTHER LEAVE POLICIES

- Bereavement leave
- Marriage leave
- Volunteer leave
- Study or exam leave
- Sabbaticals

4 CAREER LEVELS

- Executive
- Management
- Professional
- Para-professional

PRODUCTS & PRICING

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VACATION AND OTHER LEAVE INDUSTRY SCORECARD

10 INDUSTRIES

- Banking/Financial Services/Insurance
- Life Sciences
- Consumer Goods
- Manufacturing
- Energy
- Other Nonmanufacturing
- Healthcare
- Retail & Wholesale
- High Tech
- Services (Nonfinancial)
The Worldwide Benefit & Employment Guidelines (WBEG) is a comprehensive, reference guide for HR and business managers in need of information on local working and benefits requirements around the world. Designed for global businesses with foreign interests, WBEG provides current and reliable information that affects talent and workplace management and benefits. This is a valuable resource for any company — from multinational corporations to smaller organizations with overseas partners — that needs to stay competitive through effective, attractive and legally compliant benefit plans.

**TOPICS COVERED**

**BENEFITS**
- Social security
- Retirement
- Death
- Disability
- Medical
- Maternity/paternity/parental
- Social
- Perquisites and allowances
- Flexible benefit programs

**EMPLOYMENT CONDITIONS**
- Severance conditions and termination indemnities
- Working time
- Conditions of entry and residence rules
- Employment contracts
- Occupational health and safety
- Industrial relations information

**DATA INCLUDED**
- GDP, inflation, and unemployment information
- Total working age range, and economically active population data
- Statutory requirements
- Supplemental benefit prevalence

**5 REGIONS**
- Americas
- Asia Pacific
- Central and Eastern Europe
- Western Europe
- Middle East and Africa

**77 MARKETS**
See page 5 for the full list.

**PRODUCTS & PRICING**

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Next release: **May 2018**
Preorder the Global PDF to ensure you receive a complimentary summary report at the end of July!

DATA INCLUDED

- GDP, inflation, and unemployment rates
- Salary review frequency and factors used to determine salary increases
- Actual, budgeted, or forecasted salary increase figures
- Percentage of companies reporting zero salary increase (salary freezes)
- Mandatory pay increase schemes
- Short-term incentive target and maximum bonuses as a percentage of base salary, frequency of incentive payouts
- Job families and employee levels that are difficult to attract or retain

PRODUCTS & PRICING

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Next release: Online updates available at the end of January, April, July, and October each year. The next release of Global, Region, and Market PDFs will be at the end of October 2018.
6 CAREER LEVELS
► Executive
► Management
► Professional — nonsales
► Professional — sales
► Para-professional blue collar
► Para-professional white collar

3 REGIONS
► Americas
► Asia Pacific
► Europe, Middle East, and Africa
Note: Our 2018 release will provide “Europe” and “Middle East and Africa” as two separate region reports.

146 MARKETS
See page 4 for the full list.

3 INDUSTRIES (ONLINE ADD-ON)
► Consumer goods
► High tech
► Life science, health care, and pharmaceuticals
Note: These industries are available as add-on options to a GCPR-Online subscription.

GLOBAL PDF VS. ONLINE

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Notes: An annual subscription to GCPR Online includes access for up to 5 users. Online updates in January, April, and July include economic data and salary increase data only.
Using Mercer’s new 20 Year Look Back on Global Compensation Planning, HR and corporate managers can do just that, gaining key insight into historical trends for business-critical data. 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 publication offers an invaluable roadmap of the broader forces affecting our global business environment.

**TOPICS COVERED**
- 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

**DATA INCLUDED**
- Average salary increases
- Gross domestic product (GDP)
- Inflation
- Unemployment

**20+ YEARS**
- 1995 to 2015
- Pre-Recession (1995–2007)
- During Recession (2008–2009)
- Post-Recession (2010–2015)

**6 EMPLOYEE CATEGORIES**
- Executive
- Management
- Professional — nonsales
- Professional — sales
- Para-professional white collar
- Para-professional blue collar

**63 MARKETS**
See page 5 for the full list.

**PRODUCTS & PRICING**

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The Global Pay Summary (GPS) provides data on employee compensation (base salary and total cash) in over 100 markets around the world. It includes 50 benchmark positions that allow HR managers to evaluate their employee pay programs against market averages, and provides analysis to help create competitive compensation packages that attract, motivate, and retain a talented workforce.

### DATA INCLUDED

#### ECONOMIC & LABOR MARKET
- GDP figures
- Inflation and unemployment rates
- Population sizes
- Gender ratios

#### COMPENSATION
- Annual base salary
- Annual total cash
- Amounts provided in local currency and USD
- Low (33rd percentile), median, high (67th percentile) statistics

### JOB FAMILIES

- Top Management
- Legal
- Human Resources
- Finance
- Administration
- Information Technology
- Sales and Marketing
- Research and Development
- Engineering
- Operations
- Supply and Logistics

### REGIONS

- Americas
- Asia Pacific
- Central and Eastern Europe
- Middle East and Africa
- Western Europe

### MARKETS

See page 5 for the full list.

### PRODUCTS & PRICING

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**Note:** An annual subscription to GPS Online includes access for up to 5 users.

**Next release:** January 2019

©2018 MERCER LLC.
GLOBAL PAY SUMMARY

50 BENCHMARK POSITIONS

► TOP MANAGEMENT
  ► Head of Organization — Tier 3

► LEGAL
  ► Legal Counsel — Experienced

► Human Resources
  ► Head of Human Resources — Tier 3
  ► Human Resources Manager
  ► Compensation and Benefits Manager
  ► Labor Safety Engineer — Experienced
  ► Human Resources Administration Clerk — Experienced

► FINANCE
  ► Head of Finance and Accounting — Tier 3
  ► Credit and Collections Supervisor
  ► Credit and Collections Clerk — Experienced
  ► Accounting Manager
  ► Accountant — Experienced
  ► Accounting Clerk — Experienced
  ► Audit Manager

► ADMINISTRATION
  ► Executive Secretary — Senior
  ► Secretary — Experienced
  ► Office Administration Manager
  ► Security Guard — Experienced

► INFORMATION TECHNOLOGY
  ► Head of Information Technology — Tier 3
  ► Systems Development Manager
  ► Systems Analyst — Experienced
  ► Systems Programmer — Experienced
  ► Web Applications Developer — Experienced
  ► Computer Operator — Experienced

► RESEARCH AND DEVELOPMENT
  ► Research and Development Manager
  ► Research and Development Engineer — Experienced

► ENGINEERING
  ► Environmental Health and Safety Manager
  ► Technical Service Manager
  ► Technical Service Technician — Experienced
  ► Process Engineer — Experienced

► OPERATIONS
  ► Head of Plant
  ► Head of Production
  ► Production Supervisor
  ► Production Worker — Experienced
  ► Head of Quality — Tier 3
  ► Repair and Maintenance Engineering Manager

► SALES AND MARKETING
  ► Head of Sales and Marketing — Tier 3
  ► Head of Marketing — Tier 3
  ► Marketing Manager
  ► Market Research Analyst — Experienced
  ► Product/Brand Marketing
  ► Professional — Senior
  ► Sales Manager
  ► Sales Manager — Regional
  ► Sales Representative — Experienced
  ► Customer Service Manager
  ► Customer Service Representative — Experienced

► SUPPLY AND LOGISTICS
  ► Head of Supply Chain — Tier 3
  ► Head of Purchasing
  ► Traffic and Distribution Coordinator — Entry
  ► Warehouse — Team Leader
Mercer’s International Geographic Salary Differentials (IGSD) online tool is an excellent resource for companies that need help measuring the impact of their salary offerings on employees around the world. The publication allows users to gauge salaries in different locations by providing median gross and net salaries for benchmarked positions in 94 markets, and presents data in local currencies and USD so that companies can easily evaluate how salaries vary between markets.

**DATA INCLUDED**

- Median gross pay
- Median net pay for single person with no children
- Median net pay for married person with two children
- Pay amounts in local currency and USD
- Geographic salary differentials by country

**7 CAREER LEVELS**

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

**94 MARKETS**

See page 5 for the full list.

**PRODUCTS & PRICING**

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*Next release: February 2019*

Note: An annual subscription to IGSD Online includes access for up to 5 users.
Mercer’s New Graduate Starting Salaries provides information on the annual starting salaries for new graduate hires around the world. This new publication allows users to quickly evaluate how new graduates in different locations, with different education backgrounds, are paid. Data are presented in local currency and USD providing readers with a clear and simple comparison guide of which qualifications are in demand in each market.

**DATA INCLUDED**

**ASIA PACIFIC MARKETS**
- Median starting salaries in local currency and USD
- 9 DEGREES/DISCIPLINES
  - Bachelor of Accountancy
  - Bachelor of Arts & Social Science
  - Bachelor of Business Administration
  - Bachelor of Computer Science
  - Bachelor of Engineering — Chemical
  - Bachelor of Engineering — Electronics
  - Bachelor of Engineering — Mechanical
  - Bachelor of Law
  - Bachelor of Science

**NORTH AMERICA MARKETS**
- Median starting salaries in local currency and USD
- 5 DEGREES/DISCIPLINES
  - Community College Diploma/ Associate’s Degree
  - Bachelor of Science (BS/BSc)
  - Bachelor of Arts (BA)
  - Bachelor of Engineering (BEng/BSc Eng)
  - Bachelor of Business Administration (BBA)/Bachelor of Commerce (BCom)

**EUROPE, MIDDLE EAST, AND AFRICA MARKETS**
- Median starting salaries in local currency and USD
- Breakdown of minimum, average, and maximum range of starting salaries (EMEA only)

**92 MARKETS**
See page 5 for the full list.

**PRODUCTS & PRICING**

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Mercer’s Short-Term Incentives Around the World publication assists companies with designing rewards programs that effectively drive individual performance. Specifically, readers can gain insight into the percentage of employees receiving short-term incentives (STI), the actual STI as a percentage of base salary, and the target STI as a percentage of base salary in each market. Information is provided by career level and job family, allowing report users to quickly evaluate how incentive eligibility and award levels differ by geography and career level.

**TOPICS COVERED**
- Incentives by career level
- Incentives by job family
- Three year trend
- Long-term incentives

**REGIONAL ANALYSIS**
- Job families that receive highest and lowest STI payout for each career level
- Detailed STI payout figures by job family and career level
- Career-level trends over the last three years

**DATA INCLUDED**

**STATISTICS**
- Percentage of all employees receiving STI
- Median actual STI as a percentage of base salary
- Median target STI as a percentage of base salary

**6 CAREER LEVELS**
- Executive
- Management — manager
- Management — supervisor/team leader
- Professional — senior
- Professional — experienced
- Para-professional

**102 MARKETS**
See page 5 for the full list.

**PRODUCTS & PRICING**

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*Next release: January 2019*
SHORT-TERM INCENTIVES AROUND THE WORLD

16 JOB FAMILIES

- Administration
- Contact Center
- 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
Mercer’s Workforce Turnover Around the World is a valuable asset for HR and business managers looking for assistance in talent retention and workforce planning. It is designed for organizations looking for reliable data to assist them in forecasting, preparing for, and managing the revolving door of employment. The publication provides a market-by-market overview of voluntary and involuntary turnover, and collates data by six different career levels and 14 industries so that users can quickly identify the data that is most relevant to their own needs and operations.

**TOPICS COVERED**
- Economic environment
- Voluntary and involuntary turnover
- Current and budgeted workforce change
- Hiring intentions

**DATA INCLUDED**
- GDP, inflation, and unemployment rates
- Total working age range and economically active population data
- Average voluntary and involuntary turnover by industry

**6 CAREER LEVELS**
- Executive
- Management
- Professional — nonsales
- Professional — sales
- Para-professional white collar
- Para-professional blue collar

**4 REGIONS**
- Americas
- Asia Pacific
- Europe
- Middle East and Africa

**103 MARKETS**
See page 5 for the full list.

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**Next release:** November 2018

©2018 MERCER LLC.
### Workforce Turnover Around the World

#### 14 Industries

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©2018 MERCER LLC. MERCER INSIGHTS CATALOGUE
Mercer’s Compensation Handbook helps companies and HR managers answer the fundamental question of how to fairly and effectively compensate their workforce. The handbook is a comprehensive overview of all things related to compensation, including compensation components, pay structures, job benchmarking and others, and provides valuable information to both experienced HR managers and new hires.

TOPICS COVERED

Mercer’s Compensation Handbook includes a number of valuable features to help readers contextualize and apply the concepts covered in the text:

► Examples and case studies
► Easy-to-follow process flow charts
► How-to guides
► A glossary of nearly 200 HR terms
► Flexible benefit programs

PRODUCTS & PRICING

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The Global Mobility Handbook is a key reference guide for administrators looking to create a successful international assignment or expatriate program. The handbook helps organizations solve the inevitable complications in relocating highly valued employees to new and foreign markets, and is an invaluable asset in today’s globalized business environment.

**TOPICS COVERED**
- Cost-of-living adjustment
- Benefits adjustment
- Relocation and moving expenses
- Housing and car policies
- Practical considerations
- Short-term vs. long-term assignments
- Tax issues
- Communicating with employees abroad

**PRODUCTS & PRICING**

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**REPORTS AVAILABLE**

The handbook is published in two volumes:

**Volume 1** is an introduction to international assignments. It covers:
- Family issues
- Moving and relocation
- Pay approaches and packages
- Repatriation

**Volume 2** covers advanced topics on expatriation for more experienced administrators. It discusses:
- Administration outsourcing
- Communication
- Cost-effective policies
- Expatriate safety

©2018 MERCER LLC.
HR Atlas offers readers a synopsis of key markets around the world. With all the information you need to evaluate business and investment prospects, this report is the perfect tool for organizations considering investing in new locations or individual professionals preparing for a trip. Drawing on Mercer’s proprietary data and trusted third-party resources, this report offers information on each market's business environment, benefits standards, compensation practices, and cultural mores that you need to invest and thrive.
HR Atlas Latin America offers readers a synopsis of some of the region’s most dynamic and promising markets. With all the information you need to evaluate the business and investment prospects of nine Latin American nations, this report is the perfect tool for organizations considering investing in the region or individual professionals preparing for a trip. Drawing on Mercer’s proprietary data and trusted third-party resources, this report offers information on each country’s business environment, benefits standards, compensation practices, and cultural mores that you need to invest and thrive.

DATA INCLUDED
- GDP, inflation, and unemployment information
- Total population, working age range population, and economically active population data
- Top industries and trade portfolio
- Annual base salary and annual total cash for six career levels
- Housing costs and travel expenses

9 COUNTRIES
- Argentina
- Brazil
- Chile
- Colombia
- Costa Rica
- Mexico
- Panama
- Peru
- Venezuela

PRODUCTS & PRICING

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The HR Guides to Doing Business series is Mercer’s newest offering for persons or companies interested in the mechanics of operating a business in emerging markets around the world. Released throughout the year, these guides give readers a holistic and comprehensive understanding of the economic and regulatory climate in selected countries, and include critical information for any organization contemplating a short-term or long-term investment in one of these countries.
TOPICS COVERED

The guide features an array of specific terminology unique to regional markets or foreign regulatory environments, including the following:

- Acquis communautaire
- All-salaried workforce
- Annualized increase percent
- Asset formation (Zaikei plan)
- Badli contract employee
- Black-Scholes model
- Canada Dry pensions
- Catastrophic medical coverage
- Cesantía
- Compa-ratio
- Compound salary growth rate (CSGR)
- Cost-of-living index
- Critical illness coverage
- Death-in-service (DIS) pension

PRODUCTS & PRICING

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Mercer Select Intelligence™ is a global membership platform, offering HR and business professionals digital and in-person access to cutting-edge research, analysis, productivity tools, best practices, on-demand expertise, and peer networks. When it’s time to shape policy and make critical people-strategy decisions, Mercer Select Intelligence will keep you ahead of the curve with actionable insights into the latest HR news and key issues, including legislative and regulatory initiatives, local and global economic indicators, and emerging trends. As your trusted resource in a rapidly changing business environment, the Mercer Select Intelligence membership will continually evolve to deliver the human capital insights that you need to succeed. Visit select.mercer.com to learn more.
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