

## TAAP+

Our mission is to make your job easier by providing simple, fast and easy access to HR content from around the world. Whether you operate in only one country or you operate globally, TAAP+ has relevant information for you.

Mercer TAAP+. You can't do your job without it.



TAAP+ is a digital data and content subscription that includes access for an unlimited number of HR users in your organization!

### With a TAAP+ subscription, you can TAAP into...

- HR data on compensation, benefits, policies and more.
- Articles, videos, infographics, checklists, quizzes covering a wide array of HR topics.
- Important legislative updates that help you stay compliant.
- Geography and industry-focused data reports and analysis.
- Customizable calculators and tools to evaluate existing policies and plan for the future.
- Downloadable Excel files to organize data in a way that best suits your needs.

All in one easy to use platform.

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### How will you use TAAP+?

To inform updates to your benefits package to compete for top-tier talent?

Or to learn how your policies compare to other businesses in your region?

**The possibilities are endless.**



**Subscribe today and experience TAAP+ for yourself.**

# TAAP into decision-making data.



Benchmarking pay summary

Compare your company to the market with base salary and total cash compensation data for up to 50 benchmark jobs.



Benefit & employment guidelines

Review statutory and supplemental benefit details for social security, retirement, medical, death, disability and more.



Compensation drivers

Learn which factors impact pay the most and how pay differs relative to the market average.



Compensation planning

Everything you need to know about salary increases, economic indicators and more.



Employee engagement survey toolkit

Access a set of recommendations, practices, techniques and templates to use as you plan your own employee engagement survey.



Incentives & pay mix

Determine the right incentive program for your company by evaluating eligibility, targets, and actual incentive data for STI, sales and LTI.



Leave programs

Review market practice and statutory requirements of paid and unpaid time off for a selection of core leave programs.



Skills practices

Review and evaluate the requirements for identifying and rewarding the desired skills that align with your business strategies.



Transportation policies & costs

Discover which types of transportation benefits companies typically offer and understand their associated costs.



Turnover & workforce movement

Learn more about the overall employment landscape including key market indicators, turnover and hot skills.

# TAAP into actionable insights.

-  Alert (e.g., legislative changes)
-  Quick Glance (e.g., infographics)
-  Quick Read (e.g., articles, short reports)
-  Review Data (e.g., Excel data files, data-heavy reports)
-  Indepth Read (e.g., longer reports)
-  Evaluate & Measure (e.g., quizzes, diagnostics, checklists)
-  Interact & Analyze (e.g., calculators, dashboards)
-  Customize (e.g., Excel, PowerPoint)
-  Watch & Learn (e.g., videos)
-  Listen (e.g., podcasts)

## Infographic



**Exploring the evolution of family and care leave**

As an HR professional, you understand that family and care leave comes in diverse forms. Offering flexible leave types like grandparent leave and surrogacy leave can drive your organization's culture to be more inclusive, supportive and productive in the workplace.

**Foster care leave**

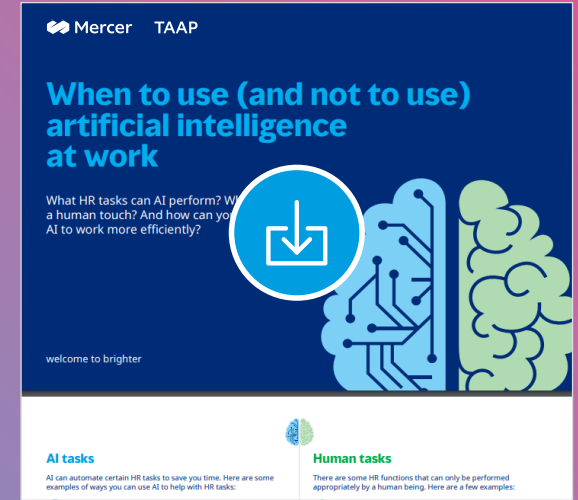
This type of leave is provided to employees undertaking the care of a child under a foster care arrangement, typically through a government or other official authority. These arrangements are often temporary.

## Excel data

**Working hours**  
This is a general guide only. For full details see Mercer's Worldwide Benefits & Employment Guidelines

Region	Sub region	Market	Typical weekly working hours	Maximum daily working hours (excluding overtime)	Maximum weekly working hours (including overtime)	Overtime (standard)	Overtime (non-standard, e.g. holidays, weekends)
Americas	Latin America	Argentina	Data not available	8	Varies, typically 48	50% above regular wage	800% above regular wage
Americas	Latin America	Bolivia	Data not available	8 (7 for night shifts)	48 (min) 60 (max)	100% above regular wage	300% above regular wage
Americas	Latin America	Brazil	Data not available	8	44	50% above regular wage	100% above regular wage
Americas	Latin America	Chile	Data not available	8 (private sector) 8.5 (public sector)	45 (private sector) 44 (public sector)	50% above regular wage	Data not available
Americas	Latin America	Colombia	Data not available	8	48	25% above regular wage	75% above regular wage
Americas	Latin America	Ecuador	Data not available	8	48	50% above regular wage	800% above regular wage
Americas	Latin America	Mexico	Data not available	8	44	200% above regular wage	300% above regular wage
Americas	Latin America	Peru	Data not available	8	48	25% above regular wage (less 1 hour)	800% above regular wage (less 2 hours)
Americas	Latin America	Puerto Rico	Data not available	8	48	50% above regular wage	100% above regular wage
Americas	Latin America	Venezuela	Data not available	8 (10 for night shifts)	48	50% above regular wage	Data not available
Americas	United States/Canada	Canada	Data not available	Typically 8	45-48	50% above regular wage	Data not available
Americas	United States/Canada	United States	40	Data not available	40	non-union regular wage (union employees exempt from FLSA overtime provisions)	Data not available (union members exempt)
Asia Pacific	Asia	China	Data not available	8	40	50% above regular wage	25% above regular wage (public sector)
Asia Pacific	Asia	Hong Kong	Data not available	8	48	Data not available	Data not available
Asia Pacific	Asia	India	Data not available	9	40	100% above regular wage	Data not available
Asia Pacific	Asia	Indonesia	Data not available	7 hours (6 days week) 8 hours (5 day week)	40	50% above regular wage for first 1 hour 100% above regular wage for additional hours	200% above hourly wage for first 1 hour 300% above hourly wage for additional hours for hours 11 onwards

## Short report



**When to use (and not to use) artificial intelligence at work**

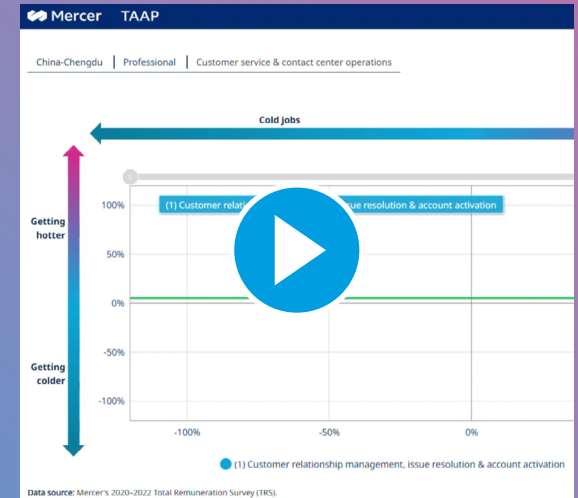
What HR tasks can AI perform? What tasks need a human touch? And how can you use AI to work more efficiently?

welcome to brighter

**AI tasks**  
AI can automate certain HR tasks to save you time. Here are some examples of ways you can use AI to help with HR tasks:

**Human tasks**  
There are some HR functions that can only be performed appropriately by a human being. Here are a few examples:

## Dashboard



# TAAP into exclusive calculators and tools, designed to complement our data.

## Proactively manage your perquisites offering



### Car allowance calculator

Calculate recommended monthly car allowances for your employees.

### Perquisites and allowances market comparison

Review and compare perquisites and allowances for up to three markets at a time.

	Market 1	Market 2	Market 3
Region	Americas	Asia Pacific	Central & Eastern Europe
Market	Argentina	India	Bulgaria
Car & transportation	<p>Around three-quarters of companies (74%) provide company car or leased car allowances to directors, general managers and managers. (Source: Mercer's Total Remuneration Survey, 2020)</p>	<p>Over half (52%) of companies offer car benefits to employees, typically as car loan management and above, with 10% providing to employees. The typical benefit is a company leased vehicle or a car allowance. The median monthly lease fee is \$200 (professional sales staff, BEACOS management) and \$241 (nonexecutives). (Source: Mercer's Total Remuneration Survey, 2020)</p>	<p>Around two-thirds (67%) of companies provide this benefit, and most provide a car for both business and private use. The typical benefit is a company leased vehicle or a car allowance. The median monthly lease fee is \$200 (professional sales staff, BEACOS management) and \$241 (nonexecutives). (Source: Mercer's Total Remuneration Survey, 2020)</p>
Meal allowances/subsidized eating facilities	<p>Meal allowances are considered part of remuneration and are taxable. Most companies provide this benefit. Most employees provide a car loan for employees. Note: This benefit has become significantly less prevalent in the context of COVID-19, only 24% of employees with employees currently working remotely provide a meal allowance.</p>	<p>It is not common for employers to provide meal allowances. If made, the provided costs may range between EUR100-1400 per employee per month.</p>	<p>Nearly all companies provide lunch vouchers as career meals.</p>

## Budget for today and the future



### Salary increase projections

View salary increase budgets for years to come.

### Total employment costs

Estimate the total costs of an employee based on the salary you are providing.

Compensation elements			Supplemental benefits		
Select all	% of base salary	Annual amount	Select all	% of base salary	Annual amount
<input checked="" type="checkbox"/> Allowances	9.2 %	425	<input checked="" type="checkbox"/> Retirement	2.5 %	1,200
<input checked="" type="checkbox"/> STI	20.0 %	90,216	<input type="checkbox"/> Disability	- %	-
<input type="checkbox"/> Sales incentives	27.3 %	124,509	<input type="checkbox"/> Accidental death & disability	- %	-
<input type="checkbox"/> LTI	22.8 %	102,201	<input type="checkbox"/> Medical	- %	-
<input type="checkbox"/> Other	- %	-	<input type="checkbox"/> Life	- %	-
Subtotal: 55,481 AUD			Subtotal: 6,282 AUD		
Other benefits			Mandatory employer contribution		

## Compare pay and benefits around the world



### Country comparator

Review a selection of key data points across two markets.

### Market pay differentials

Compare base salary data from two different markets and view the differentials for these markets.

Job family	Executive leadership	Job position	Chief executive officer (CEO)
Market 1		Market 2	
Region	Americas	Region	Asia Pacific
Market	Argentina	Market	India
Annual base salary (USD)	125,314	Annual base salary (USD)	172,552
Differential above or below market 2	-27.5%	Differential above or below market 1	37.6%

## Adjust your benefits to meet today's needs



### Emerging leave scorecard

Evaluate the additional leave types offered to your employees.

### Work from home allowance calculator

Calculate the potential costs to create a customized WFH allowance policy.

Initial cost		Ongoing cost				
<input checked="" type="checkbox"/> Essential company owned equipment		<input checked="" type="checkbox"/> Responsibility office supplies				
<input checked="" type="checkbox"/> Laptop	1,411 USD	Monthly	Annually	Monthly	Annually	
<input checked="" type="checkbox"/> Wireless headset and mouse	40.00	Printer black ink	1.51	18.56	1.51	18.56
<input checked="" type="checkbox"/> Power cord (ethernet connection for monitor)	30.00	Printer color ink	7.59	145.00	7.59	142.00
<input type="checkbox"/> Camera	Please specify	<input checked="" type="checkbox"/> Paper	1.47	10.38	1.47	13.75
		<input type="checkbox"/> Pens	3.71	45.04	3.71	45.04
		<input type="checkbox"/> Other	Please specify	5.50		125.51
<b>Essential equipment total</b>	<b>AUD1,481.59</b>	<b>Supplies total</b>	<b>AUD176.52</b>	<b>Annually</b>	<b>AUD238.26</b>	
<input checked="" type="checkbox"/> Optional workstation equipment		<input checked="" type="checkbox"/> Monthly utilities				