

2020

Special Edition

Cross Industry

Content sample



welcome to brighter

Understand how the world of compensation and benefits has changed

The Special Edition survey complements the annual 2020 Total Remuneration Survey (TRS) survey results and keeps you informed on changes to compensation and benefits practices as companies respond to the COVID-19 pandemic.

The Special Edition country report is prepared based on input from Mercer's clients and presents data on changes witnessed in the local market. As a result, the 2020 Special Edition is a vital source of information for 2021 budgets.

Survey scope

The report covers the following topics:

1. Salary Movements
2. Pay reductions
3. Short-Term Incentives
4. Sales Incentives
5. Allowances¹
6. Long-term Incentives
7. Benefits
8. Remote Working Arrangements
9. Flexible Working Arrangements
10. Workforce reduction
11. Workforce turnover
12. Hiring intentions

¹Middle East and Asia-Pacific only

Industry Data

Where there will be sufficient data, industry results will be available for key areas and questions within the TRS Special Edition report: salary increases, salary reductions, sales incentives, STI target as % of BS (2019 A), STI target as % of BS (2020 F) headcount plans, hiring intentions.

The data effective date of the report is included in each page header, and participants' profiles are provided within the main body of the report.

The report is in PDF format.

Mercer Cross Industry Special Edition

Foreword

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

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

Mercer's Special Edition report, available in dozens of locations globally, keeps HR professionals up to speed with both temporary and permanent modifications to compensation and benefits practices as companies respond to the COVID-19 pandemic. This report has been prepared based on input from Mercer's clients and presents data on changes witnessed in the local market.

Mercer surveys are delivered annually with a consistent data collection that reflects the ongoing developments in organizations. The 2020 Special Edition, collected after the regular 2020 surveys, allows organizations to report on their actions during the pandemic in a timely manner. As a result, the 2020 Special Edition is a vital source of information for 2021 budgets.

Data effective date of the report is included in each page header, and participants' profiles are provided within the main body of the report.

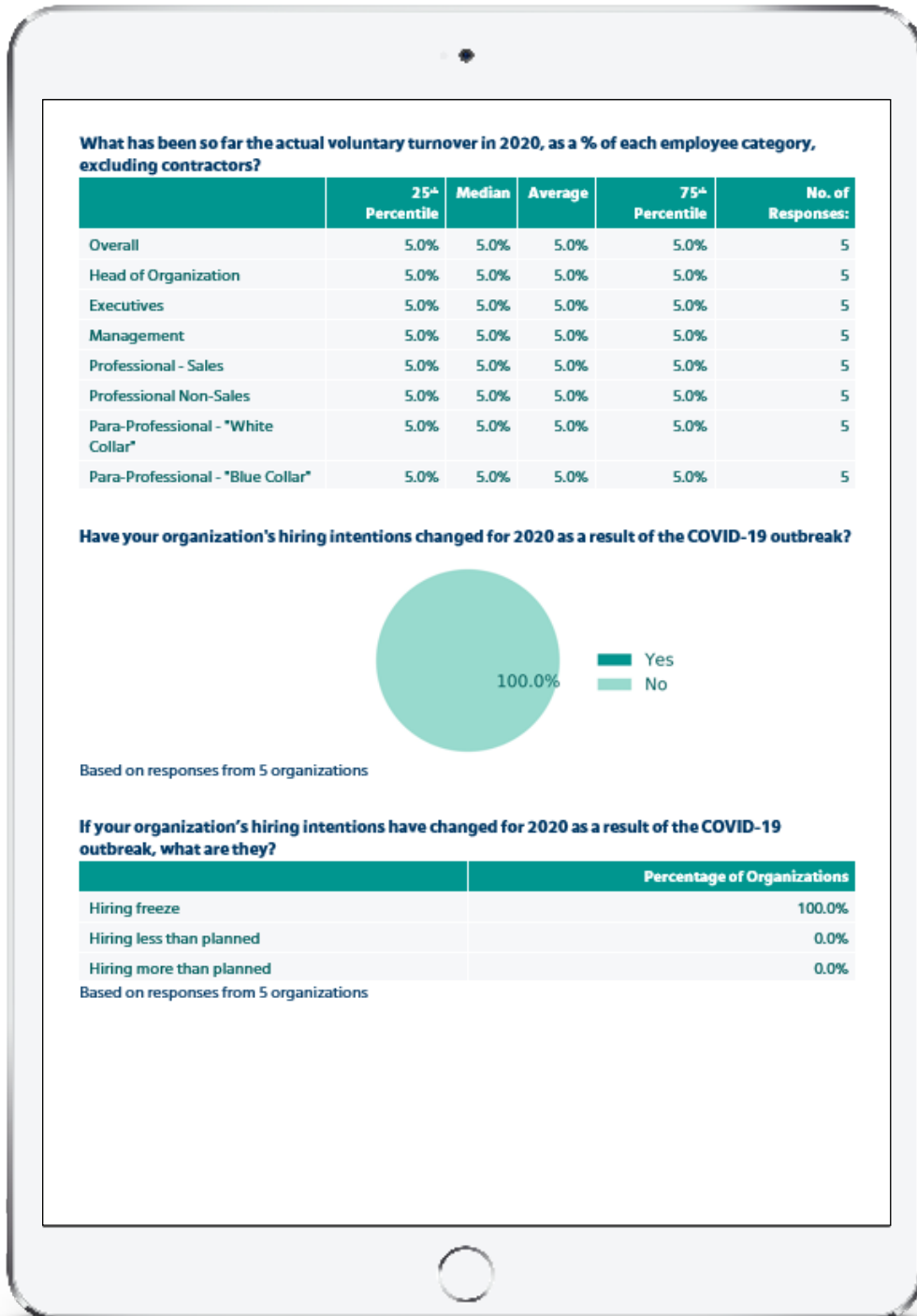
Get more data insights

Visit Mercer's [Talent All Access® participation center](#) and find more useful information with our quarterly Salary Movements Snapshot, global report on Severance Pay Policies, and more.

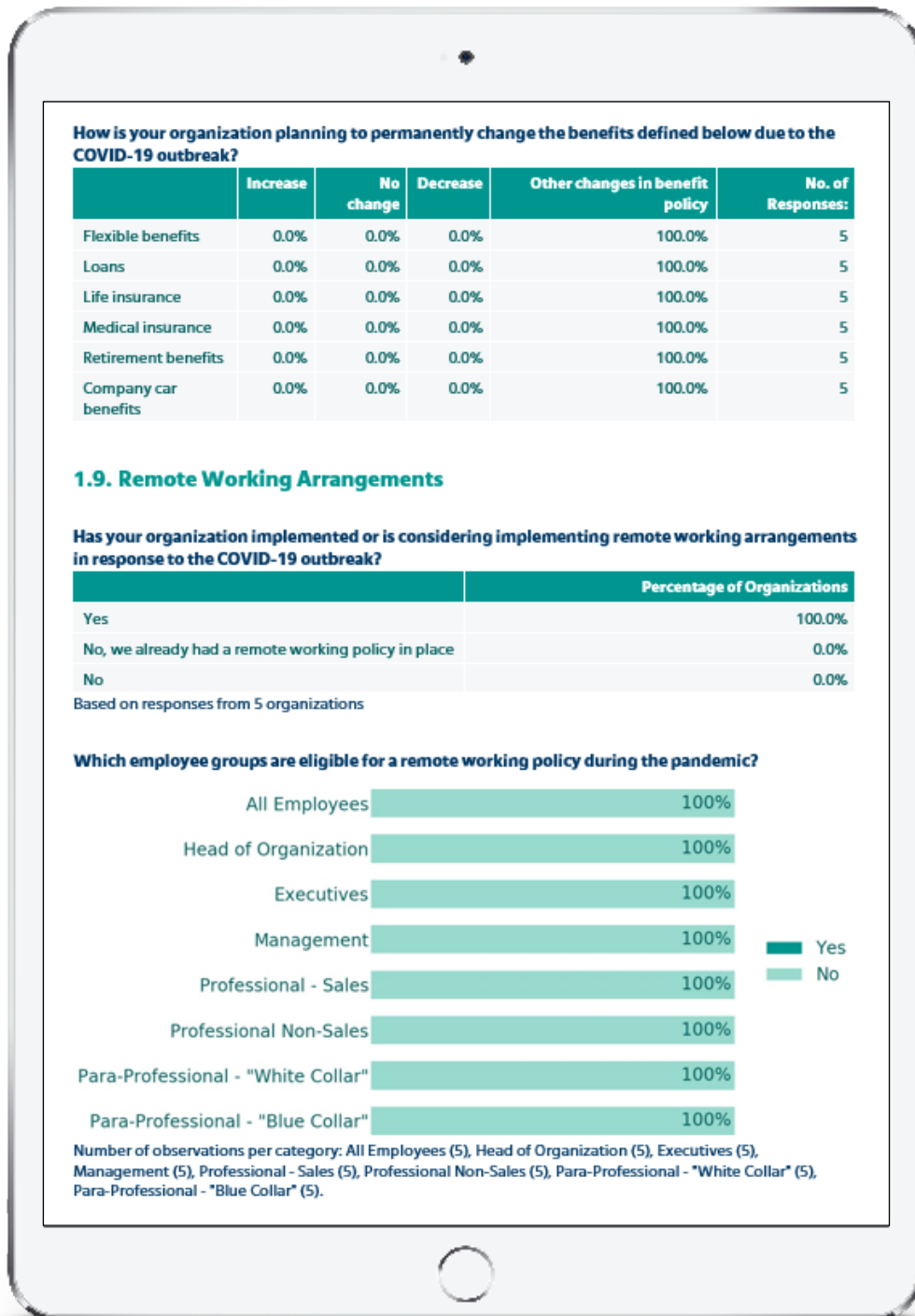
Contact

If you have questions regarding the survey or the report, contact your [local Mercer representative](#).

Mercer Cross Industry Special Edition



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