



2020

# Mercer BenefitsMonitor™

benefits survey

welcome to  
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# MERCER BENEFITSMONITOR™





Mercer conducts benefits surveys annually, providing you with the most up-to-date market information. Access reports via our online tool, **Mercer BenefitsMonitor™ (MBM)**, anytime and anywhere, and have the information you need at your fingertips.

MBM allows you to:

- Compare your benefits data against that of your competitors and the general market
- Analyse how companies set up their benefits plans for the different employee groups
- Access latest statutory benefits information with one stop
- Customize and run reports at your convenience

## KEY BENEFITS

Each report includes information about the typical benefits for a given market. The following table provides an example of some of the benefits covered in the reports. For a comprehensive list of benefits covered per location, please contact your local Mercer consultant.

 <b>EMPLOYMENT CONDITIONS</b>		 <b>CORE BENEFITS</b>	 <b>STRATEGIC BENEFITS</b>	 <b>MOBILITY-RELATED BENEFITS</b>
<ul style="list-style-type: none"> <li>• Working hours and overtime policy</li> <li>• Re-employment policy</li> <li>• Termination and redundancy</li> <li>• Flexible work arrangements</li> <li>• Statutory benefits</li> </ul>	<b>Leaves Benefits</b> Annual, Parental, Medical, Study/Exam, Personal, Congratulations and Condolences	<ul style="list-style-type: none"> <li>• Leaves and holidays</li> <li>• Insurance benefits</li> <li>• Medical benefits</li> <li>• Allowances and subsidies</li> <li>• Supplementary retirement</li> </ul>	<ul style="list-style-type: none"> <li>• Employee wellness/mental health/ work life harmony</li> <li>• Training and development</li> <li>• Referral programs</li> <li>• Flexible benefits</li> <li>• Long service awards</li> <li>• Perquisites</li> </ul>	<ul style="list-style-type: none"> <li>• Business travel</li> <li>• Vehicle benefits</li> </ul>
	<b>Medical Benefits</b> Outpatient clinical, Hospital surgical, Medical check-up and Cancer Medical			
	<b>Insurance Benefits</b> Term life, Personal Accident and Critical Illness and Travel			

## TYPES OF REPORTS

General	Specific
<p><b>High-level Reports</b></p> <ul style="list-style-type: none"><li>• Trends and statutory updates</li><li>• PDF</li></ul> <p><b>Spotlight Report</b></p> <ul style="list-style-type: none"><li>• Provides an overview of key benefits practice trends in the general market</li><li>• Represents all industries</li><li>• Statutory overview</li></ul> <p><b>Additional Benefits Information</b></p> <p>Global Benefits Legislative Update Reports - monthly updates to legislative/environmental changes to key benefits</p> <p>Snapshot survey/ Quick Poll results - Take part in adhoc survey/poll to get complimentary reports on latest market trends</p>	<p><b>Detailed Reports</b></p> <ul style="list-style-type: none"><li>• Side-by-side comparison of benefits plans</li><li>• PDF and/or Excel</li></ul> <p><b>Benefits Practice Summary Report (BPR-S)</b></p> <ul style="list-style-type: none"><li>• Quick overview of prevalence and median values across the different employee categories of your selected peer group</li></ul> <p><b>Benefits Prevalence Report (BPR)</b></p> <ul style="list-style-type: none"><li>• Side-by-side comparison of your organisation's benefits policies against aggregated statistics of selected peer groups</li></ul> <p><b>Detailed Benefits Report (DBR)</b></p> <ul style="list-style-type: none"><li>• Provides aggregated statistics and exact details of the benefit plans of a custom peer group</li><li>• Side-by-side comparison of benefits provided by different employers</li></ul>

## OTHER FEATURES

MBM includes some other great features as well:

### GLOBAL BENEFITS LEGISLATIVE UPDATES

Get monthly updates to legislative and other environmental changes to key employee benefits in more than 40 countries

### BENEFITS WEBINARS

Listen to recordings of benefits webinars to keep abreast of trends

## PRICING OPTIONS

	STANDARD	STANDARD PLUS	PREMIUM
<b>Membership is for one year upon given access.</b> Clients will get latest information each time MBM is updated within their membership year.	<ul style="list-style-type: none"> <li>Access to aggregated reports (BPR and BPR-S) of "All Industries peer group"</li> <li>Spotlight on Benefits Report</li> </ul>	<ul style="list-style-type: none"> <li>Access to aggregated reports (BPR and BPR-S) of 'All Industries' peer group</li> <li>Spotlight on Benefits Report</li> <li>One free custom peer cut (BPR and BPR-S or DBR)</li> </ul>	<ul style="list-style-type: none"> <li>Access to aggregated reports (BPR and BPR-S) of 'All Industries' peer group</li> <li>Spotlight on Benefits Report</li> <li>Unlimited custom peer cuts</li> </ul>
COUNTRY	(USD)	(USD)	(USD)
Australia*	1,500	2,000	2,850
Bangladesh	1,350	1,750	2,850
Cambodia	1,200	-	-
Egypt	-	-	2,000
Hong Kong	1,700	2,200	3,300
India	1,550	1,950	4,000
Indonesia	1,400	1,800	2,850
Japan	1,550	1,950	3,000
Macau	1,300	-	-
Malaysia	1,450	1,850	2,950
Myanmar	1,200	-	-
Pakistan	1,400	1,850	3,050
New Zealand	1,300	-	-
Philippines	1,450	1,850	2,950
Singapore	1,550	1,950	3,000
Sri Lanka	1,350	1,750	2,850
South Korea	1,500	1,900	2,900
Taiwan	1,450	1,950	3,000
Thailand	1,550	1,950	3,100
United Arab Emirates	-	-	2,000
Vietnam	1,450	1,850	2,900
Saudi Arabia	-	-	2,000
China - Per city (Beijing, Guangzhou, Shanghai, Shenzhen, or All of China 2nd Tier Cities)	3,950	-	4,900
China all cities	-	-	6,000

**Note:** Non MBM benefits participants (non-submission of data) pay 2 – 3 the applicable price for each membership access type depending on the country. Please refer to the link for the detailed pricing.

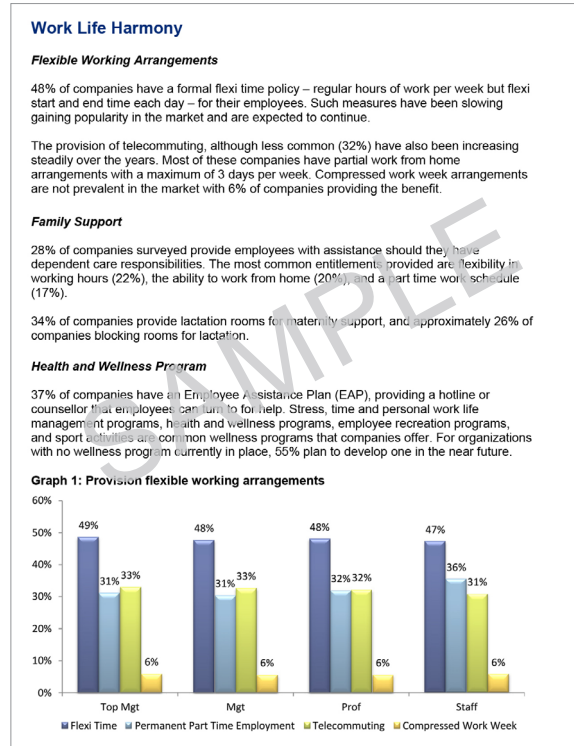
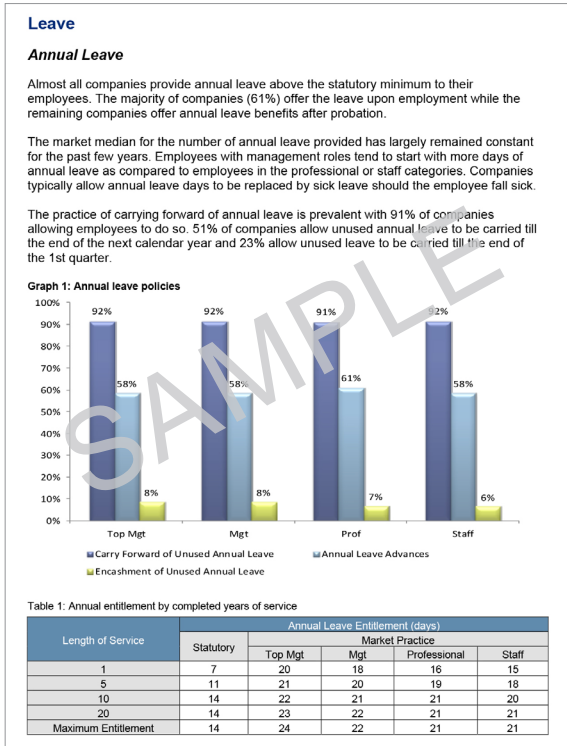
\*For Australia, clients purchasing MBM also receive an Australian Benefits Review PDF report. The Australian Benefits Review contains additional market data not presented in MBM

Download the MBM Regional Membership Form at [www.imercer.com/Benefits-Subscribe](http://www.imercer.com/Benefits-Subscribe)

# MERCER BENEFITSMONITOR™ REPORT SAMPLES

## SPOTLIGHT ON BENEFITS REPORT

Provides an overview of key benefits practice in the general market



## BENEFITS PRACTICE REPORT SUMMARY (MEDIAN)

Allows you to view prevalence and median values of benefits plans provided across employee levels in one report

Percentages shown are for those plans responding "Yes"

Question Description	Top Management (co=316)	Management (co=331)	Professional (co=329)	Staff (co=318)	Direct Labour (co=108)
<b>3 Does your company work according to a 5.5 day work week?</b>	2.85%	2.72%	3.95%	6.60%	12.04%
3.1 If yes, how does your organisation treat vacation leave taken on a Saturday? (please fill out one only)					
3.1.1 Annual leave on Saturday is debited as a half day leave.	1.58%	1.51%	2.13%	3.46%	7.41%
3.1.2 Annual leave on Saturday is debited as a full day leave.	1.27%	1.21%	1.82%	3.14%	4.63%
<b>4 Does your organisation allow annual leave advances?</b>	58.86%	57.70%	58.05%	58.49%	61.11%
4.1 Up to a half year's entitlement.	3.80%	3.93%	3.95%	4.09%	7.41%
4.2 Up to one year's entitlement.	23.42%	22.36%	22.80%	23.27%	26.85%
4.3 Case-by-case basis	28.16%	28.10%	27.96%	27.99%	24.07%
4.4 Others; if yes, please provide the number of days allowed:	5.00	5.00	5.00	5.00	5.00
<b>5 Does your organisation allow unused annual leave to be carried forward?</b>	89.56%	90.03%	90.27%	91.19%	93.52%
5.1 If yes, when must the leave be utilised by? (please fill out one only)					
5.1.1 Within the 1st quarter of next calendar year.	20.89%	21.75%	21.88%	22.96%	19.44%

## BENEFITS PREVALENCE REPORT (25TH, 50TH AND 75TH PERCENTILES)

Allows you to compare your employer’s benefits plan against the aggregated statistical data of our benefits survey participants, per employee level

Question Description	% Yes	Average	Q1 (25 pct)	Q2 (50 pct)	Q3 (75 pct)	# of Companies
<b>1 Vehicle Non-Sales</b> <b>Do you provide vehicle benefits (company car, car allowance, etc) to your employees?</b>	30.50%					61
<b>2 Non Sales - Company Car</b> <b>Do you provide a company car (either lease or company owned)?</b>	24.00%					48
2.1 <i>Is it company-leased car?</i>	5.50%					11
2.1.1 If yes, what is the maximum monthly lease value (excluding taxes)?		18,385.71	9,500.00	16,400.00	18,000.00	7
2.2 <i>Is it company owned car?</i>	15.00%					30
2.2.1 What is the maximum car purchase price eligibility (including taxes)?		623,755.64	348,815.00	380,000.00	1,000,000.00	14
<b>5 What is the purpose or use of the car provided?</b>						
5.1 <i>Business use only</i>	8.00%					16
5.2 <i>Business and personal use</i>	17.00%					34
5.2.1 What is the percentage of business use required?		53.33	27.50	50.00	82.50	6
<b>6 Non Sales - Typical Car Provided</b> <b>Do you specify a choice from a range of car models?</b>	8.00%					16
<b>If so, what is the:</b>						
6.2 <i>Engine Capacity</i>		2,816.67	2,300.00	3,000.00	3,125.00	6
<b>7 Replacement period</b>						
7.1 <i>Replacement Period (years)</i>		4.75	4.00	5.00	5.00	24

## DETAILED BENEFITS REPORT

Allows you to conduct a side-by-side comparison of your employer’s benefits plan against the exact benefits plans details of a custom peer group of your choice

Question Description	Average	Minimum Value	Maximum Value	# of Plans	# of Orgs	My Employer Plan 1	My Employer Plan 2	My Employer Plan 3	My Employer Plan 4	Employer A Plan 1
						Top Management, Management, Professional, Staff	Direct Labour	Top Management, Management, Professional, Staff	Direct Labour	Top Management, Management, Professional, Staff
<b>1 Annual Leave</b> <b>Annual leave is eligible:</b>										
1.1 <i>Upon employment</i>				16	10	Yes	Yes	Yes	Yes	Yes
1.2 <i>After probation</i>				9	3	No	No	No	No	No
1.3 <i>Others; please specify :</i>				1	1					
<b>2 What is the annual leave entitlement (in days) by completed years of service?</b>										
2.1 <i>1 year</i>	14.20	8.00	20.00	25	13	15.00	17.00	13.00	10.00	15.00
2.2 <i>2 years</i>	14.60	8.00	21.00	25	13	15.00	12.00	13.00	10.00	16.00
2.3 <i>3 years</i>	15.32	9.00	22.00	25	13	16.00	14.00	13.00	11.00	17.00
2.4 <i>4 years</i>	16.28	10.00	23.00	25	13	16.00	14.00	13.00	11.00	18.00
2.5 <i>5 years</i>	17.24	11.00	24.00	25	13	16.00	15.00	13.00	12.00	19.00
2.6 <i>6 years</i>	18.32	12.00	25.00	25	13	18.00	16.00	16.00	14.00	20.00
2.7 <i>7 years</i>	18.76	12.00	25.00	25	13	18.00	17.00	16.00	14.00	20.00
2.8 <i>8 years</i>	19.00	12.00	25.00	25	13	18.00	17.00	16.00	14.00	20.00
2.9 <i>9 years</i>	19.12	12.00	25.00	25	13	18.00	18.00	16.00	15.00	20.00
2.10 <i>10 years</i>	19.76	13.00	25.00	25	13	18.00	18.00	16.00	15.00	20.00
2.11 <i>11 years</i>	19.88	13.00	25.00	25	13	20.00	19.00	17.00	15.00	20.00
2.12 <i>12 years</i>	19.96	13.00	25.00	25	13	20.00	19.00	17.00	15.00	20.00
2.13 <i>13 years</i>	19.96	13.00	25.00	25	13	20.00	19.00	17.00	16.00	20.00
2.14 <i>14 years</i>	19.96	13.00	25.00	25	13	20.00	19.00	17.00	17.00	20.00
2.15 <i>15 years</i>	19.96	13.00	25.00	25	13	20.00	19.00	17.00	17.00	20.00
2.16 <i>20 years</i>	20.20	13.00	25.00	25	13	21.00	20.00	17.00	17.00	20.00
2.17 <i>25 years</i>	20.36	13.00	25.00	25	13	21.00	20.00	17.00	17.00	20.00
2.18 <i>What is the maximum annual leave entitlement</i>	20.36	13.00	25.00	25	13	21.00	20.00	17.00	17.00	20.00
<b>3 Does your company work according to a 5.5</b>				0	0	No	No	No	No	No

2020

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## Contact Us



Mercer offers a benefits package that truly responds to your employees' needs while fitting within your overall reward strategy.

To learn more about any of our products and services to help you improve your competitive position and to better manage this critical expense, please contact our regional benefits team or your local Mercer consultant.

### Asia Pacific Benefits contact

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### Want to learn more about our Benefits offerings in other regions?

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