

## Salary Budget Planning Report

2016-2017

Designed to help companies develop effective compensation and salary budget allocation plans, our biannual report summarises salary movement and review practices around the world.

Participants will receive a complimentary copy of their regional and global report in PDF format. Additional custom analyses are available upon request.

### Report content

#### Regional reports include\*:



Salary movement in comparison with key economic indicators



Actual and projected salary movement by employee group, all industry and select industry sectors\*\*



Salary review status and allocation of salary budget increase to high performers by country across all industries and for select industry sectors\*\*



Graphic overview of results

\*Results may vary by regions

\*\*Sector results may vary per region depending on data samples

#### Global report includes:



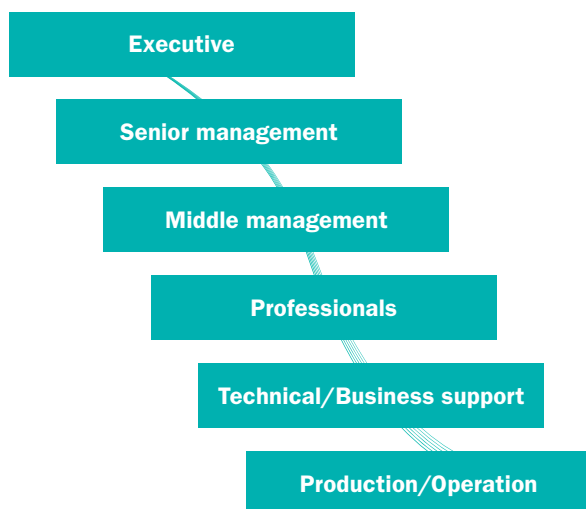
Salary movement in comparison with key economic indicators



Actual and projected salary movement by employee group

Regions included: North America, Latin America, Asia Pacific and Europe, Middle East and Africa.

#### Employee groups



#### Survey timelines

##### February-March (update) survey timelines

Survey launch: Early February

Participation deadline: Early March

Results publication: Early April



##### Summer (main) survey timelines

Survey launch: Mid-June

Participation deadline: Early July

Results publication: August



#### Fees

Free for participants

EUR 500 for non-participants

# Salary Budget Planning Report

## 2016-2017

### Selected findings by region

#### Global

**10,500+**  
sets of responses covering  
**115+** countries



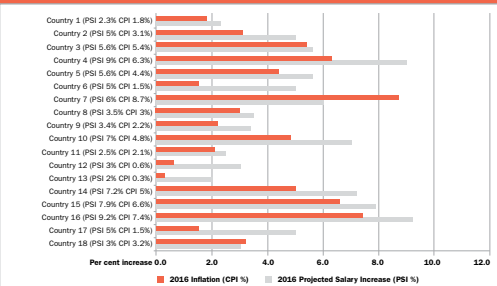
Table 1 - Overall salary budget increases in comparison with key economic indicators

Median actual and projected overall salary budget increases as a percentage of annual base salary are presented in comparison with the consumer price index inflation, gross domestic product increase and unemployment rates for each country. The overall percentage figures are based on the General Industry sample.

Country	2015			2016		
	Overall Salary Increase %	Inflation %	Unemployment Rate %	Overall Salary Increase %	Inflation %	Unemployment Rate %
<b>North America</b>						
Country 1	3.0	1.5	2.0	7.3	3.0	1.5
Country 2	3.0	2.1	2.2	8.1	3.0	2.2
<b>Europe</b>						
Country 3	4.0	1.7	3.5	5.2	4.0	2.8
Country 4	11.8	8.7	6.3	5.0	12.1	8.5
Country 5	8.8	3.0	5.8	-	7.0	4.1
Country 6	9.0	2.6	7.8	6.5	8.8	4.3
Country 7	4.5	4.1	1.6	3.3	4.5	4.4
Country 8	11.5	9.3	5.2	9.9	11.4	8.8
Country 9	9.3	4.3	6.3	6.7	9.0	5.5
Country 10	2.2	0.0	1.8	4.3	2.0	0.0
Country 11	5.7	1.7	5.2	3.0	5.5	2.2
Country 12	3.4	1.1	2.1	6.5	3.1	1.6
Country 13	7.0	3.1	6.6	7.0	7.0	3.9
Country 14	4.5	4.6	1.7	2.0	4.5	3.8
Country 15	5.4	2.2	2.1	3.2	5.4	2.6
Country 16	9.0	7.5	6.2	5.2	9.8	6.5
Country 17	4.0	1.9	1.1	4.2	4.0	2.0
Country 18	6.0	3.0	5.8	0.8	5.8	3.2
Country 19	12.0	9.1	8.0	4.3	12.0	7.6

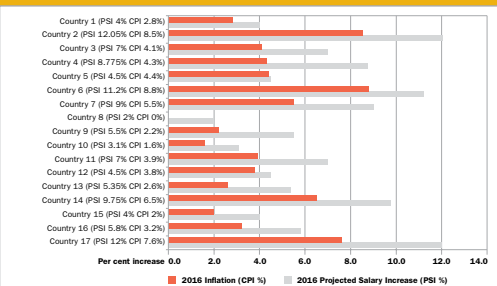
#### Europe, Middle East and Africa

**6,500+**  
sets of responses covering  
**70+** countries



#### Asia Pacific

**2,700+**  
sets of responses covering  
**20** countries



North American local reports are also available. For more information please contact: [twusdata@willistowerswatson.com](mailto:twusdata@willistowerswatson.com)

#### For more information

Please contact Callum McRae, Marco Poggetti or Keval Patel using [GlobalSalaryBudgetPlanningReport@willistowerswatson.com](mailto:GlobalSalaryBudgetPlanningReport@willistowerswatson.com)

## Willis Towers Watson Data Services

Willis Towers Watson Data Services is a leading provider of compensation, benefits and employment practices information to the global employer community. Our databases are recognized worldwide as a premier source of current data for compensation planning.

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