discover
Total Remuneration Survey

Contents

1 About Mercer

Marsh McLennan at a glance

We are part of Marsh McLennan — four businesses (Marsh, Guy Carpenter, Mercer and Oliver Wyman) with a shared purpose: **to make a difference in the moments that matter.**

Clients in

130+

countries

83,000

colleagues globally

150-year

history of leadership and innovation

One of the

Fortune 250

companies

~$20 billion

annual revenue

Enabling clients to see ahead and grow

Mercer engages clients on the basis of research and market expertise to address issues, solve problems and uncover opportunities.

Business optimization

Reducing costs. Driving efficiencies. Enhancing employee experiences. Companies face significant challenges in managing disruptive change. They need experienced advisors and targeted solutions to assess risk, take informed action and fully engage their workforce.

Building for tomorrow

Meeting future challenges means reshaping your business and talent strategy to capture new sources of value. Workforce diversity, flexible work practices and fast-track digitalization will be essential for companies seeking to truly transform.

Risk and governance

Organizations today confront a multitude of risks to their people, investments, operations and reputation. Safeguarding the longevity of your business starts with improving governance, ensuring compliance and embedding sustainability in your culture and decision-making.

The people agenda

Your people are your future. It's never been more critical to build a healthy workforce through inclusive health and well-being strategies. To secure top talent, organizations must design compelling rewards and career paths and make measurable progress on diversity, equity and inclusion.
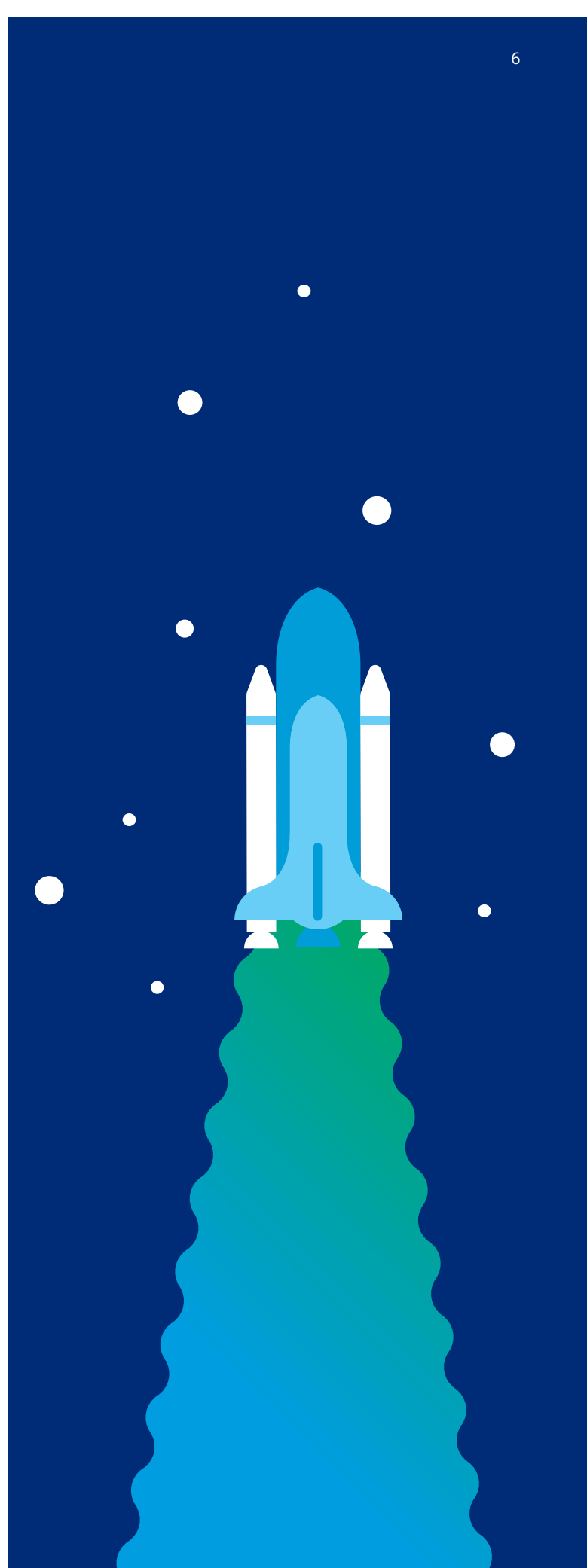
2 About TRS

We will help you to look like a hero in front of your boss!

Access the world's largest and most comprehensive remuneration data resource to make the right decisions at the right time.
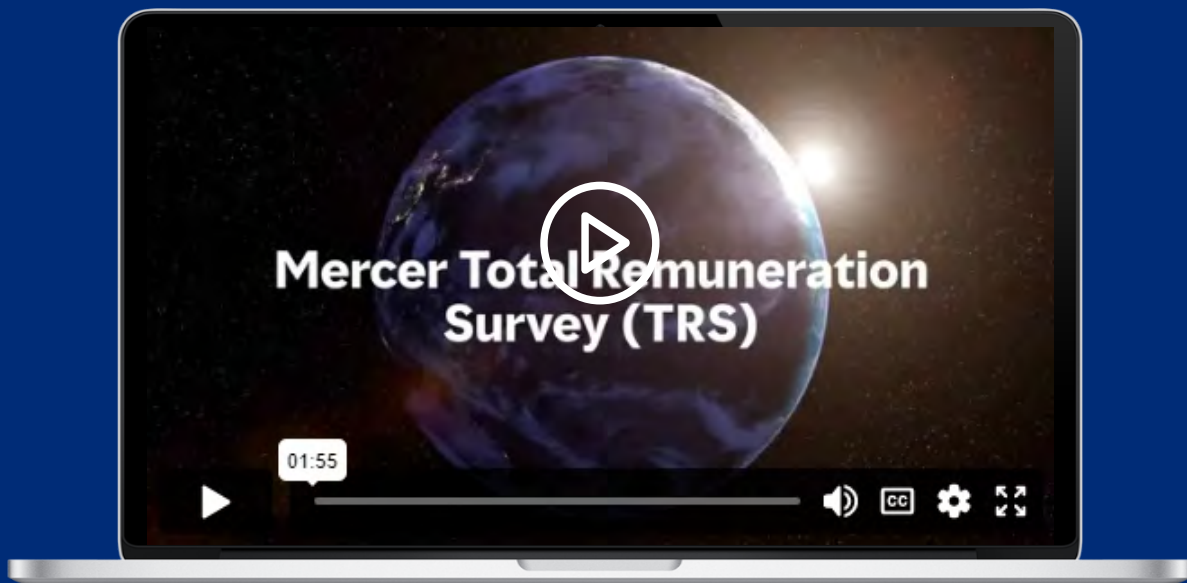
20+

years on the market

200,000

surveys sold in the last decade

1,000+

active users every day

Mercer Total Remuneration Survey (TRS)

01:55

With TRS you can:

Benchmark pay

Compare compensation to industry averages.

Make informed decisions, while addressing compliance and risk management

Make budgeting and resource allocation decisions based on accurate data. Stay compliant with labor laws and reduce legal risks.

Attract and retain talent

Offer competitive packages to draw top candidates and reduce turnover with fair compensation.

Boost employee satisfaction and ensure equity

Fair pay leads to higher job satisfaction and performance. Identify and rectify pay disparities for a more equitable workplace.

Access comprehensive data

Access insights beyond salary figures, including trends and benefits.

Enhance reputation

Gain a positive reputation for offering competitive packages.

The best from Mercer's approach[1]

Wealth of quality data

TRS is a global leader in employee compensation data, with a legacy of excellence and over 20 years of experience. It has sold 200,000 copies in the last decade and has over 1,000 active users[2] daily. TRS offers the world's largest salary survey vault, with data from 45 000 organizations and 20 million employees. It covers all industries, including automotive, financial services, manufacturing, healthcare, and more. TRS provides comprehensive data on total remuneration, benefits, and compensation policies. Benchmark your benefits packages against industry standards and ensure competitiveness in attracting top talent. TRS ensures data accuracy through auditing, validation, and quality monitoring processes.

Methodology mastery

Mercer offers a comprehensive job evaluation system and a single global job catalog. The job evaluation system, known as International Position Evaluation (IPE), provides organizations with a consistent and standardized approach to assess and assign values to positions worldwide. The single global job catalog, known as Mercer Job Library, provides a broad selection of jobs with comprehensive descriptions and a unique coding structure. This catalog ensures consistency, simplifies data comparison, and improves transparency in job analysis and evaluation. Together, the job evaluation system and global job catalog offer organizations a reliable and informed approach to setting competitive and equitable compensation levels on a global scale.

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[1] For a detailed exploration of the product's standout features and benefits, please refer to the Appendix.
[2] Users in Mercer WIN®, the survey results delivery platform.

Technology-enabled

Mercer offers a seamless experience via our online survey participation tool called Mercer Data Connector. With 40%[1] of the work already done, participants can save time and effort by easily uploading data. The tool's proprietary algorithm suggests job matching options, eliminating manual searching. Compensation data can be imported with a single file upload, eliminating the need for manual data entry. Instant data validation ensures high-quality submissions and accurate survey results. Real-time tracking provides visibility into submission progress, and built-in delegation allows secure access to specific data sets. Additionally, TRS survey results are delivered online through Mercer WIN, a comprehensive platform for accessing and analyzing data with ease. It offers a wide range of parameters, customizable reports, and an intuitive user interface, all included in one survey price.

Elevating your success

At Mercer, we are committed to elevating your experiences and exceeding your expectations. Our professional services philosophy is centered around understanding and proactively addressing your unique needs. Partnering with us means embarking on a journey towards success, where your goals are not only supported but accelerated. We prioritize a client-led approach to product development, actively seeking and incorporating valuable feedback from our clients at every stage. By putting our clients at the forefront, we ensure that our products not only meet but exceed expectations. Your voice guides us in delivering the best solutions for your success.

Data privacy

Information is the lifeblood of Mercer, and we understand the growing importance of data confidentiality topic. It is at the core of all we do. To safeguard our clients' data securely, we have a "defense in depth" approach to protect our network, along with robust policies, procedures and controls. We prioritize the confidentiality of client data and take appropriate measures in our technology, processes and methodology in our surveys. Maintaining and protecting client data is of utmost importance to us, and we are committed to ensuring its confidentiality and integrity.

[1] Disclaimer: Save time and effort as soon as in year 2 of being the TRS participant with a partially completed submission based on your prior inputs. The percentage of data submission progress completion, as provided, is an estimate and may vary based on individual client circumstances. Factors such as the organization size, their HR policies complexity, and the completeness of submission in the prior edition of the survey can impact the overall progress. This figure serves as a general indication and should be considered as a rough estimate rather than an exact measure of completion.

Benefit from the world's largest and most comprehensive remuneration data resource

TRS provides in-depth compensation and benefits data consistently across geographies.

The survey serves as a crucial tool in establishing fair and competitive compensation practices in the job market.

50,000
participating organizations[1]
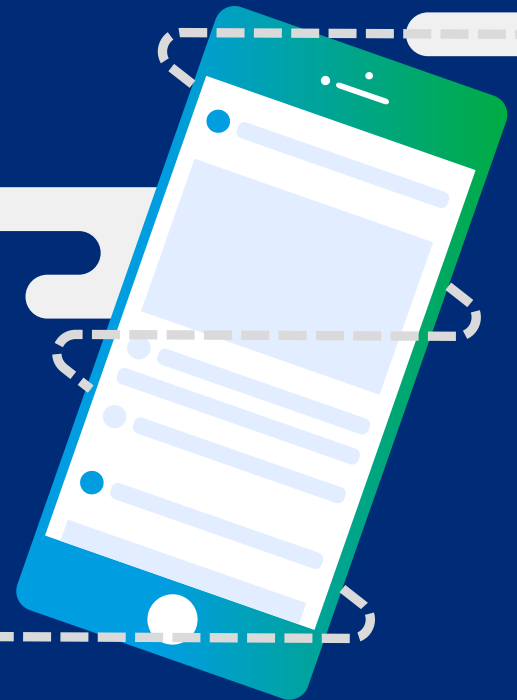
400,000
Jobs at all levels

20
years on the market

140
locations worldwide[2]

25,000,000
incumbents around the world

[1] Survey participant list available upon request. Please contact your local Mercer representative.
[2] See Appendix for the 2023 TRS location coverage and the number of participant organizations in each.

Become part of our satisfied client community

2023 is another year in which I am taking part in the salary survey. Using the platform is very simple and intuitive, it saves time. For now, I wouldn't change anything. Thank you!

It is the first time that I have used Mercer Data Connector and the process of collecting the information was very practical. I continue to recommend Mercer overall to my colleagues.

I use other data providers consultants and Mercer is the easiest one to use and the one I would recommend to other C&B professionals.

I especially like the export file in validation which you simply download, amend, save and upload again to close out the query.

Thanks to the frequent enhancements that are being done on the tool.

This is the first time experiencing the Survey; it's very international and high-class.

3 Technology-enabled

Seamlessly upload data with the help of our intuitive online survey data submission tool

Mercer Data Connector
Our online survey data submission is bound to draw your attention:

40% of the work already done[1]

Save time starting from year 2. As a TRS participant, your submission will be partially completed[1] based on your prior inputs. Hit the ground running and make faster progress.

Real-time tracking

Keep up-to-date with instant visibility of the progress of your organization's submissions across individual entities. Stay on track with the participation deadlines across all your locations.

Built-in delegation

You have the flexibility to securely delegate access to specific data sets and control who can see sensitive data by region, country or business unit.

### Get help with job matching

Our proprietary algorithm suggests matching options, saving you the effort of manually searching through the job catalog.

Seamless data import

Easily import compensation data with just one file upload. Enjoy a seamless experience that eliminates the need for manual data entry.

Instant data validation

Make a positive impact immediately. Instant data validation enables you to detect any errors in your submission automatically, ensuring error-free submissions and highest quality survey results.
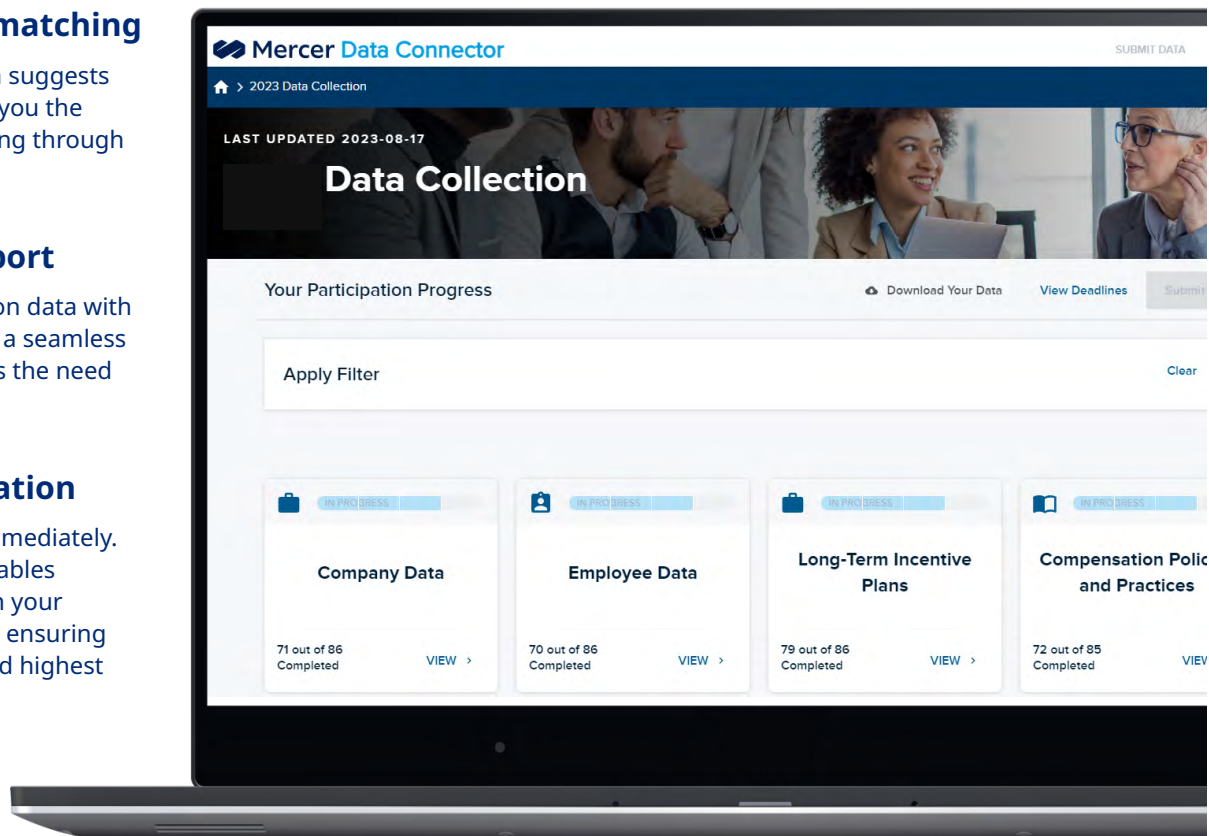
[1] Disclaimer: The percentage of data submission progress completion, as provided, is an estimate and may vary based on individual client circumstances. Factors such as the organization size, their HR policies complexity, and the completeness of submission in the prior edition of the survey can impact the overall progress. This figure serves as a general indication and should be considered as a rough estimate rather than an exact measure of completion.
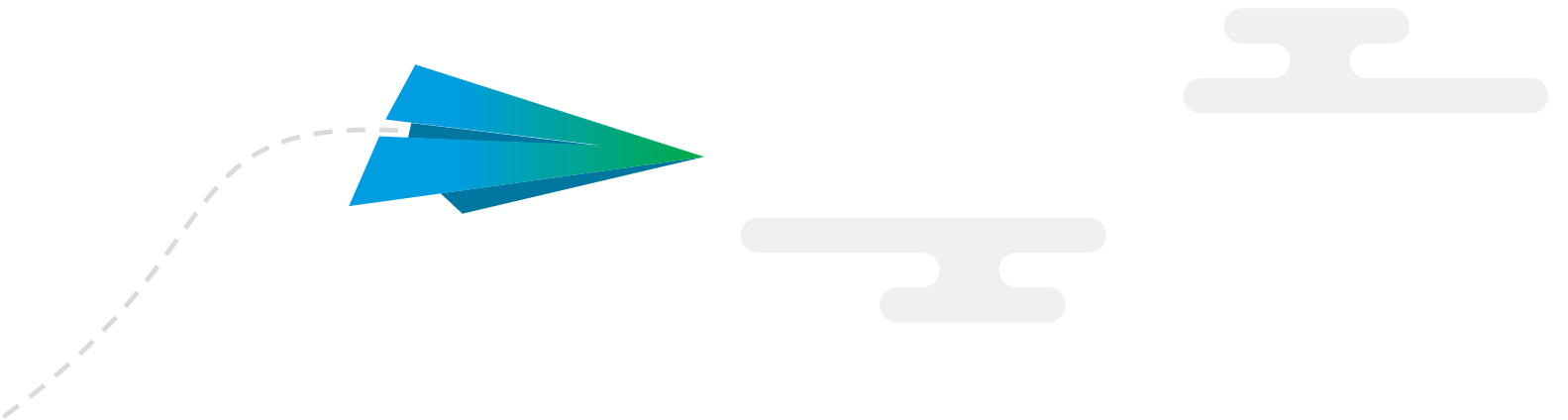
Global Data Acquisition Program (GDAP)
Participating across regions? Try our streamlined survey participation experience for globally operating organizations.

The Global Data Acquisition Program solution offers the opportunity to supply remuneration data globally and allows you to coordinate your organization's data and employee payroll submission centrally.

One deadline, one template and a dedicated Mercer representative who will assist you throughout the process. That's what we call saving time!
Read here.

Experience the full potential of our online survey results delivery platform with its robust features

Mercer WIN® Over 1,000 visitors daily!
Mercer WIN will help you:

Go beyond borders

Access Mercer survey data efficiently: online 24/7, from anywhere in the world.

Make data-driven decisions

Analyze data based on different parameters, such as geography, industry and company size, enabling you to make informed decisions on compensation strategies tailored to specific regions or industries.

Access market insights

Build a comprehensive view of market trends and benchmarks to ensure competitive compensation practices at your organization.

Close the gap

Easily combine jobs and position classes to accurately represent your organization and compare data against selected markets, allowing you to identify gaps in your current compensation structure, and attract and retain top talent.

Align for success

Effortlessly analyze and compare structure to the market by job family, career level and position class, helping you align your organization's job levels and career paths with industry standards.
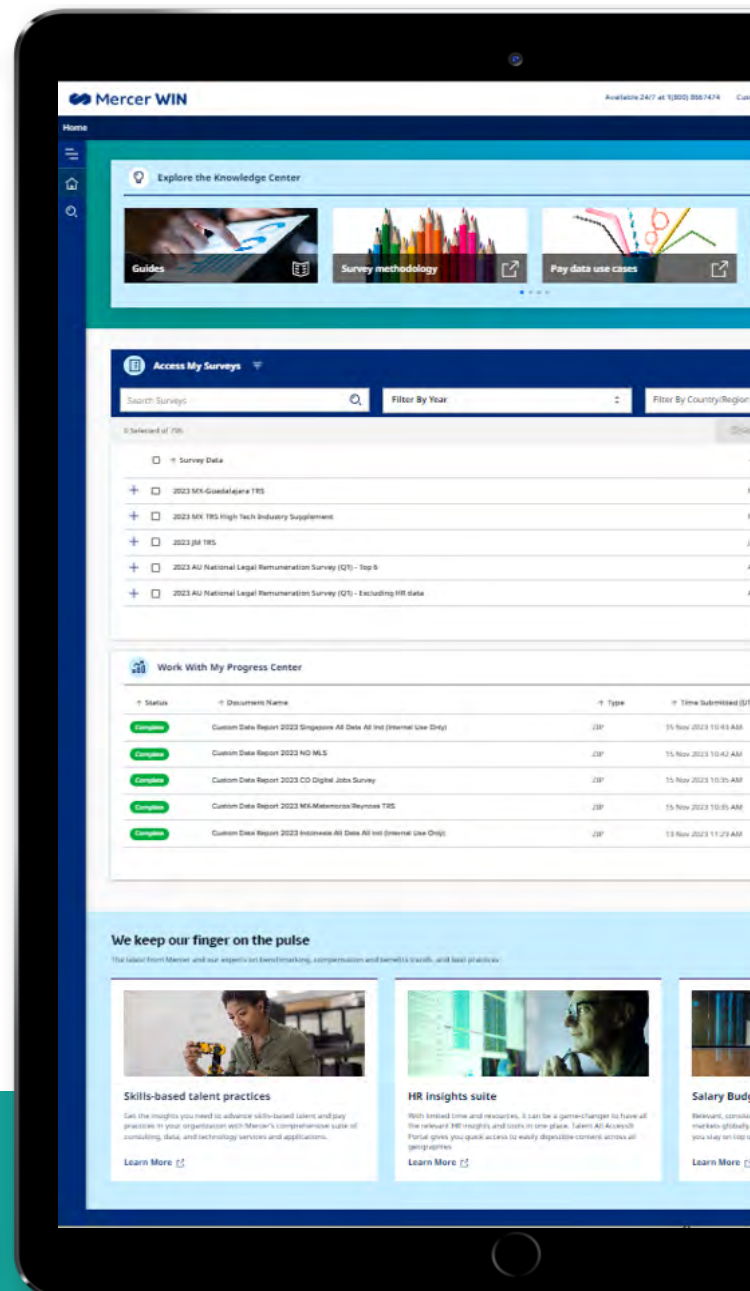
Mercer WIN
Some of the most loved features:

Benchmark Jobs

Compare My Data to the market

Own peer group creation

Narrow data to a specific industry or location

View data either by job or position class

Combine jobs or position classes

View data for similar jobs in groups, i.e., data roll ups

Entire survey downloadable in one Excel file

Policy and practice data downloadable in reports, predefined by Mercer

4 What's inside

Access the full employee rewards package, everything from base pay to total remuneration and benefits

Base salary

Annual base salary

Monthly base salary
The monthly base salary excluding all allowances that your incumbent receives from your organization

Number of months paid
The number of times the incumbent receives a basic monthly salary in a full year, including fixed/guaranteed bonus

Total guaranteed cash compensation

Annual fixed allowance

Transportation allowance
The monthly fixed allowance for transportation

Position/Job-based allowance
The monthly fixed allowance for holding a position

Meal allowance
The monthly fixed allowance for meals

Skill allowance
The monthly fixed allowance for a specific skill/license

Other monthly allowance
Other monthly fixed allowance not listed above

Total cash compensation

Annual variable cash

Variable bonus
All payments associated with individual, team and/or corporate performance

Sales incentive bonus
All payments associated with sales achievement

Other bonus
All payments associated with other bonus scheme

Total direct compensation

Long-term incentives

- Shares/Stock
- Restricted shares
- Shares/Stock options
- Share appreciation rights
- Long-term cash

Total remuneration

Key benefits

- Pension plan valuation
- Company car valuation
- Health insurance
- Private medical
- Accidental insurance
- Life insurance
- Personal loan
- Additional holidays

Gain a full overview of the industries that interest you and select from a diverse array of jobs

Top 5 industries represented globally by number of participating organizations[1]

Manufacturing	7,600
Consumer goods	6,200
High tech	6,200
Life sciences	6,100
Retail	3,300
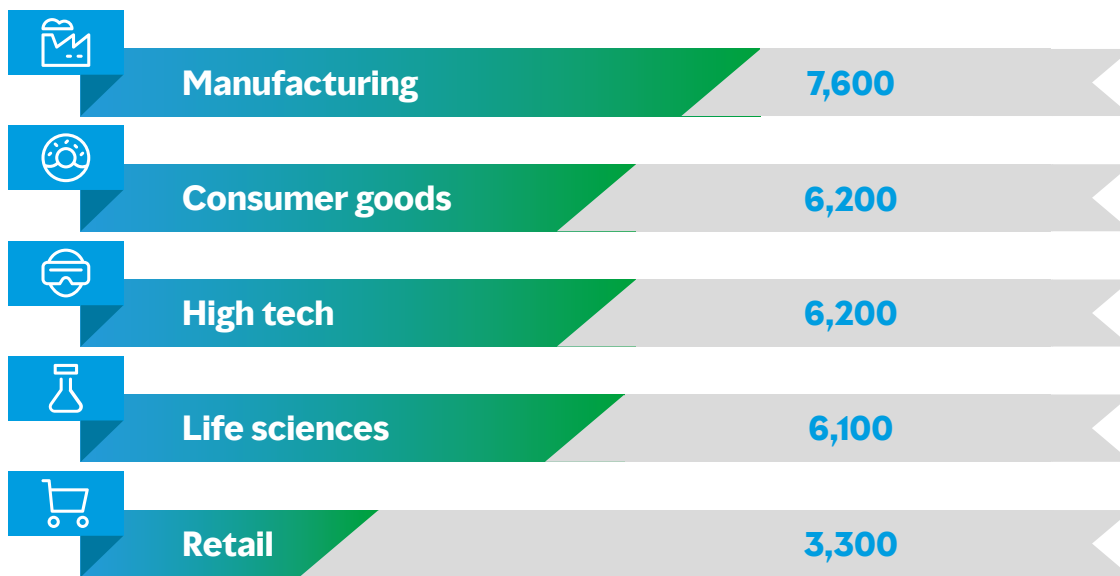
TRS covers jobs in the following job families:

- Administration, Facilities & Secretarial
- Communications & Corporate Affairs
- Construction
- Creative & Design
- Customer Service & Contact Center Operations
- Data Analytics/Warehousing & Business Intelligence
- Engineering & Science
- Finance
- General Management
- Healthcare/Pharmacy Services
- Hospitality (Food Service & Lodging)

- Human Resources
- IT, Telecom & Internet
- Legal, Compliance & Audit
- Production & Skilled Trades
- Project/Program Management
- Quality Management
- Real Estate Management, Property Development & Investment
- Sales, Marketing & Product Management
- Supply Chain
- Transportation Services

[1] Data as of 2023. Survey participant list incl. sector information available upon request. Please contact your local Mercer representative.

Take advantage of our ready-to-use reports

Unleash the power of our ready-to-use reports.[1] Each one is designed to focus on specific valuable information:

- An **Overview**, the starting point to the survey providing overall information on the survey database size, as well participant organizations profile, including sector, parent organization nationality, revenue and employment. This report also offers an overview of the market pay trends relative to the prior year.

- **Policy and Practice Reports** with a summary of organizations' remuneration policies: salary budget forecasts, compensation mix by employee groups, short- and long-term incentive practices, and benefits.

- **Year-over-year Trends** comparing trends in salary and cash compensation for benchmark jobs and position classes to last year's data, analyzing at the incumbent, organization/job, and organization/market levels, and including both actual and regressed market data.

- **Actual and Regressed Market Data** report for benchmark jobs, core jobs, Mercer combined jobs, and position classes in an Excel format, allowing for easy filtering and data retrieval. It includes both summary and detailed compensation information, as well as incumbent and organization weighted data.
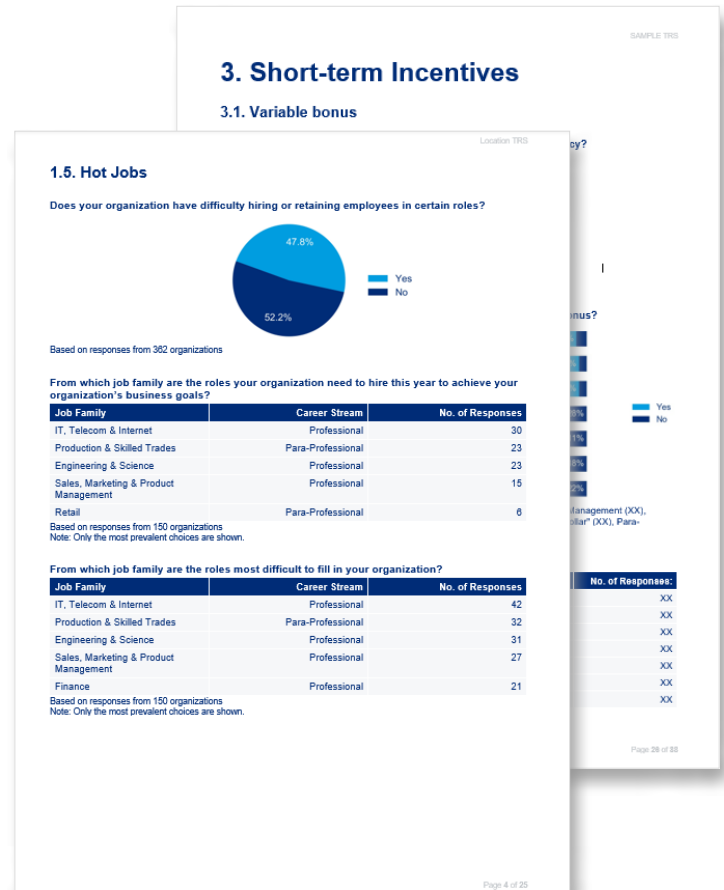
Seamlessly tap into a wealth of valuable insights by accessing all of the reports directly from Mercer WIN.

View Sample Report to enhance your understanding.

[1]Presented list of ready to use reports is not exhaustive, and only lists select ones for illustrative purposes. For full list of reports, please contact your local Mercer representative.

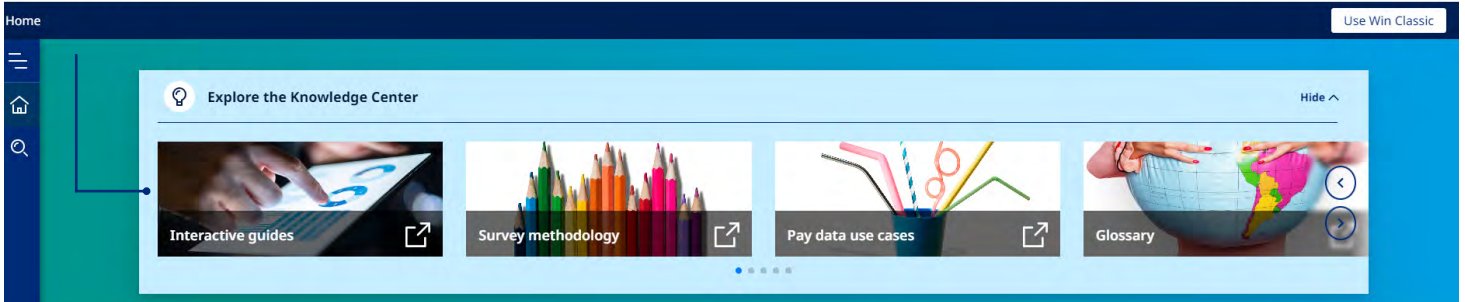# Discover unlimited custom analysis options

Mercer WIN offers all the powerful features clients love, coupled with a modern, intuitive user interface.

Easily accessible user enablement materials, available in variety of formats to suit different learning preferences.

All search options in one sidebar menu.

Unlimited data customization options at no additional cost.
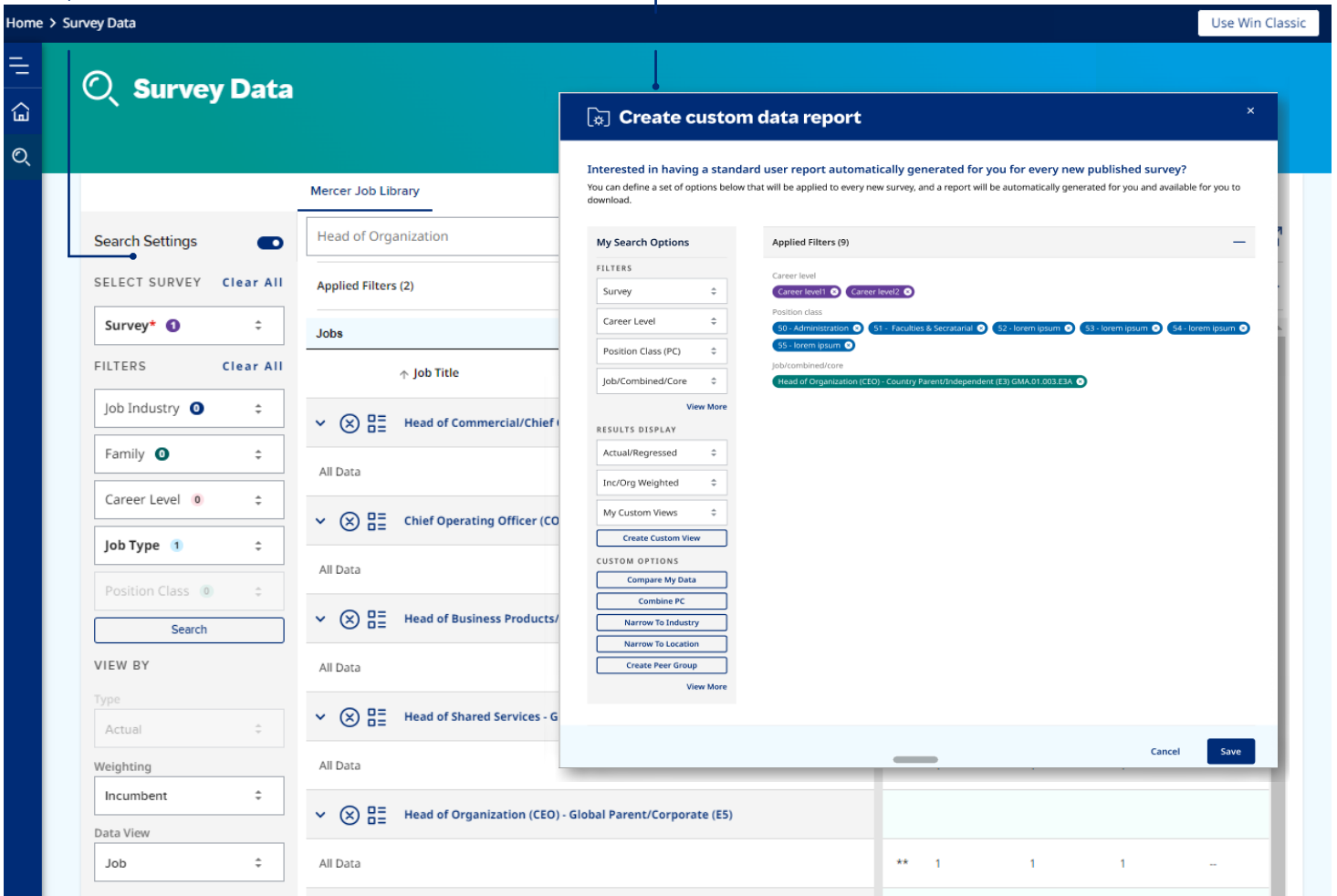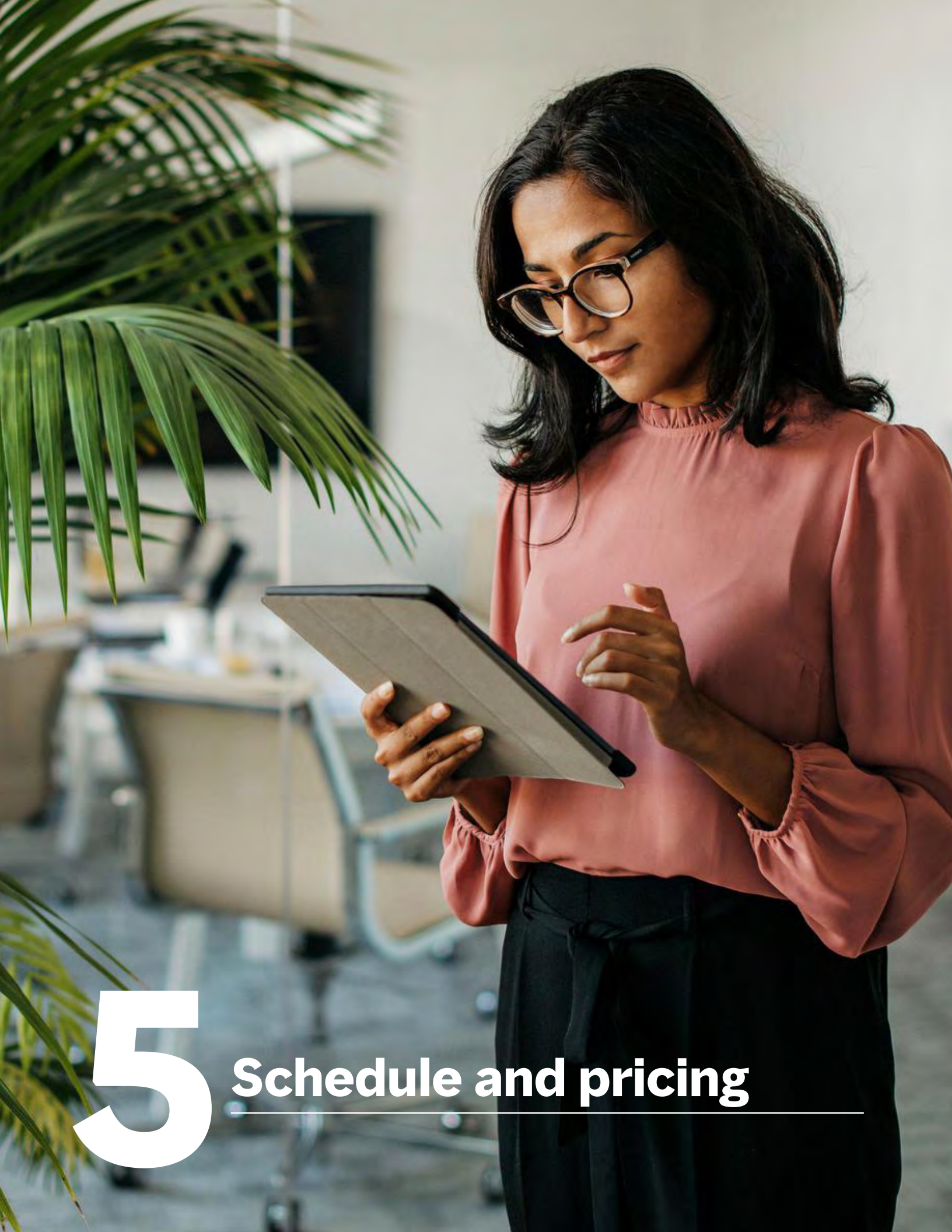
5 Schedule and pricing

Take a look at our schedule and pricing, and get in touch!

Review the schedule and pricing information at shop.mercer.com.

Complete the online form and our local consultant will be in touch soon.

Bulk deals alert:
Unbeatable prices for multi-location or multi-year orders

Mercer TRS Membership Program enhances the value of the information services we provide. Becoming a member unlocks a discounted rate, as well as a personal client relationship. We partner with you to meet your organizational goals.

TRS Global Membership Package supercharges your data access offering an incredible 50%+ discount for insights from all locations worldwide! Explore the deal here and elevate your decision-making process today!

Not ready to rock the world yet? Explore the TRS Regional Package preferential pricing for insights from multiple locations of your choice.

Hungry for more savings? Seal the deal with a multi-year commitment and unlock an exclusive bonus discount as a testament to our enduring partnership.

6 Additional products and services

Gain further insights into industry-specific employee compensation with Industry Supplements

Industry Supplements are an add-on[1] to existing Total Remuneration Surveys, offering remuneration data on a selection of industry-specific positions.

Total remuneration data is reported, covering base salary, variable pay, guaranteed cash payments, LTIs and benefits published in all markets. The schedule is the same as for TRS, so there is no need for additional steps!

Industry Supplements are available in 70 countries[2] and are designed for organizations that need data for industry-specific jobs. Industries covered:

Automotive	Digital	Education	Energy & Mining	Engineering & Construction
Financial Services & Insurance	Healthcare	High Tech & Telco	Hospitality	Life Sciences
Logistics	Professional Services	Real Estate	Retail	SSC/BPO

→ **Visit our [website](#) and learn more about Mercer's Industry Supplements offering.**

[1]Each Supplement is sold separately and is not included in the TRS price.
[2]Avability of the product may vary by location. Please visit our website for more information.

Enjoy tailored assistance designed to meet your unique needs

Our Analytical Solutions offering supplements your Total Remuneration Survey for even better results.

Mercer offers a team of dedicated experts that can work as an extension of your team to help with survey participation and one-off job market pricing/benchmarking.

Receive help with comparing and benchmarking your compensation policy against the market – all of which can be provided based on general industry, specific industry or a peer cut – with Mercer's consulting and custom analysis.

Policy & Practice peer group or industry data cut: Gain insights into your competitors' benefits and salary review policies with an industry or peer group cut Policy and Practice Report.

→ **Learn more about our analytical solutions services.**

Discover a diverse array of consulting solutions

Embark on a transformative journey with Mercer's Consulting Services. Elevate your organization's employee experience through tailored compensation and benefits strategies.

Our expert consultants blend industry insights and innovative solutions to optimize rewards programs, ensuring your workforce thrives in an environment that values and motivates.

Compensation and policies

- Total rewards
- Remuneration package review
- Executive remuneration
- Benefits review
- Incentive design
- Pay bands design
- Benchmarking
- Paystart
- Leave policy review/design
- Flexible working

Organization structure and jobs

- Job architecture
- Job evaluation (IPE)
- Rapid position evaluation
- Job description
- Grading structure design

Workforce analytics

- HR metrics/ dashboards
- Site selection
- Strategic workforce planning benchmarks
- Pay equity
- Living wage

Appendix

The best from Mercer's approach

Wealth of quality data

A global legacy of distinction: With a global presence that spans continents, for over 20 years TRS has been combining cutting-edge technology with a legacy of excellence. In the last decade TRS sold 200,000 copies and has over 1,000 active users[1] every day!

Navigating our robust salary survey vault: TRS is the world's largest and most comprehensive employee compensation data resource, with data from 45,000 participating organizations on 20 million employees and referencing 400,000 roles. See Appendix for the list of locations where the survey is offered and the number of participant organizations in each.[2]

All industries: TRS survey covers data from participant organizations[3] coming from all types of industries, as the survey aims to collect data on compensation and benefits practices across different sectors. The industries covered include a wide range of sectors such as: automotive, financial and professional services, life sciences, manufacturing, technology, healthcare, energy, consumer goods, retail, telecommunications, engineering and construction, hospitality and more.

Total remuneration data: TRS offers data covering the full employee rewards package, everything from base pay to total remuneration and benefits.

Policy and practice data: In addition to compensation data TRS offers extensive data on organizations' remuneration policies, which include salary budget forecasts, compensation mix by employee groups, short-term and long-term incentive global and local practices, as well as benefits including medical, insurance, retirement, time off, cars and more.

[1] Users in Mercer WIN, the survey results delivery platform.
[2] 2023 data.
[3] Survey participant list available upon request.
Please contact your local Mercer representative.

Benefits value: Benchmark your benefits packages against industry standards. Ensure competitiveness in attracting and retaining top talent. By gaining insights into prevailing benefit trends and benefits values, you will be able to tailor packages to meet employee expectations, boosting job satisfaction and morale. In TRS, the benefits valuation process is undertaken from the perspective of employee value as opposed to employer cost. Employee value reflects the amount of gross salary required to purchase an equivalent benefit in the marketplace to replace the benefit provided by the employer.

Quality assurance

Data auditing and validation: Starting with self-validation of the data performed by each of the survey participants during data submission process, followed by Mercer's meticulous data-cleaning process to ensure the accuracy and reliability of survey data.

Quality monitoring: Survey quality monitoring process is based on three dimensions: data quality and completeness, data stability, and data consistency, ensuring that you are receiving data of the highest reliability.

Methodology mastery

Job evaluation system: Mercer's International Position Evaluation (IPE) offers organizations a consistent and standardized approach to assess and assign values to positions globally. It allows for benchmarking against industry standards, aligning with business strategy, and facilitating cross-border mobility. Mercer's IPE is adaptable to local conditions, ensuring fair and equitable evaluations while aiding in informed decision-making for compensation and talent management on an international scale. The system facilitates position comparisons within a company, as well as across companies and industries. It allows accurate comparisons between positions, as job titles alone can be misleading.

Why it is better: IPE is recognized for its global consistency, strategic alignment, and adaptability to local conditions. Its precision in evaluating positions and facilitating talent mobility are notable.

Position class: Each job in Mercer's job catalog has a corresponding Mercer IPE evaluation resulting in a position class (PC). Using PCs ensures global consistency, and a standardized and strategically aligned framework for evaluating roles. This clarity in job hierarchy and precision in assessment enhance the accuracy and relevance of salary survey data. Mercer's IPE PCs contribute to a reliable and informed approach for organizations in setting competitive and equitable compensation levels globally.

Why it is better: Ensures precision in assessing the unique size and impact of each job. This approach allows for tailored and equitable compensation, acknowledging the distinct contributions of each role. PC recognizes the true magnitude of individual job responsibilities.

Single global job catalog: Global consistent catalog for Mercer's compensation and benefits surveys (Mercer Job Library), providing one global job catalog and job analysis approach. A broad selection of jobs gives comprehensive descriptions and a unique coding structure, allowing for a complete and in-depth review of your organizations' jobs and reflection of internal grading.

Why it is better: Ensures consistency, simplifying data comparison, and improving transparency. This approach enhances efficiency, facilitates global consistency.

Clear relationships between jobs: Mercer Job Library brings more data availability due to the roll-up functionality in Mercer WIN, the survey results delivery platform. Aggregated roll-ups present clearer relationships between jobs. Mercer Job Library presents two types of aggregated roll-ups: Core Jobs and Mercer Combined Jobs.

Why it is better: Offers the ability to view data that best reflects jobs and labor markets – from deeply specialized roles within one industry to combinations of related jobs within the broader talent pool.

Technology

Online survey data submission: Our intuitive online survey submission tool, Mercer Data Connector, allows for seamless data upload. With 40%[1] of the work already done, you can save time and effort as a TRS participant. Our proprietary algorithm suggests job-matching options, eliminating the need for manual searching. Easily import compensation data with one file upload, eliminating the need for manual data entry. Instant data validation ensures quality submission and highest quality survey results. Real-time tracking provides visibility of submission progress. Built-in delegation allows secure access to specific data sets.

Online survey results delivery: TRS results are delivered online in Mercer WIN. The app is a comprehensive platform for accessing and analyzing data with ease. It offers a wide range of parameters, allowing you to efficiently organize and analyze information. Combine jobs and position classes, compare data against markets, and generate customized reports. With a modern and intuitive user interface, Mercer WIN is your all-in-one solution. No hidden costs, all analysis options included in one survey price.

[1]Disclaimer: Save time and effort as soon as in year 2 of being the TRS participant with a partially completed submission based on your prior inputs. The percentage of data submission progress completion, as provided, is an estimate and may vary based on individual client circumstances. Factors such as the organization size, their HR policies complexity, and the completeness of submission in the prior edition of the survey can impact the overall progress. This figure serves as a general indication and should be considered as a rough estimate rather than an exact measure of completion.

Elevating your experiences

Embedded in our professional services philosophy is a sincere dedication to understanding and proactively addressing our clients' distinctive needs. Our approach is not just about meeting expectations but consistently surpassing them, creating an environment where client success is not just a goal but an ongoing reality. Partnering with us goes beyond utilizing a product; it's an assurance that your journey toward success is not only supported but accelerated.

Client voices, our guide

Mercer prioritizes a client-led approach to product development, actively seeking and incorporating valuable feedback from our clients at every stage. By placing our clients at the forefront, we ensure that our products not only meet but exceed our clients' expectations.

Data privacy

Information is the lifeblood of Mercer, and we understand the growing importance of the data confidentiality topic. It is at the core of all we do. To safeguard our clients' data securely, we have a "defense in depth" approach to protect our network, along with robust policies, procedures and controls. We prioritize the confidentiality of client data and take appropriate measures in our technology, processes and methodology applied to our surveys. Maintaining and protecting client data is of utmost importance to us, and we are committed to ensuring its confidentiality and integrity.

Select from 140 locations worldwide

2023 TRS coverage:
Americas*

Locations	No. of participants
Argentina	516
Bolivia	48
Brazil	1,002
Canada	1,291
Chile	471
Colombia	507
Costa Rica	180
Dominican Republic	104
Ecuador	150
El Salvador	89
Guatemala	140
Honduras	65
Jamaica	21
Mexico	1,025
Nicaragua	50
Panama	213
Paraguay	45
Peru	358
Puerto Rico	92
Trinidad and Tobago	34
United States	3,220
Uruguay	108

*Data as of January 2024.

*Data as of January 2024.

2023 TRS coverage:
Asia and Pacific*

Locations	No. of participants
Australia	1,216
Bangladesh	104
Cambodia	106
China	8,507
Hong Kong	531
India	1,385
Indonesia	566
Japan	1,226
Laos	17
Malaysia	668
Mongolia	17
Myanmar	72
New Zealand	363
Pakistan	279
Philippines	454
Singapore	1,106
South Korea	597
Sri Lanka	109
Taiwan	443
Thailand	615
Vietnam	634

2023 TRS coverage:
Europe*

Locations	No. of participants
Armenia	26
Austria	300
Azerbaijan	43
Belarus	46
Belgium	430
Bosnia-Herzegovina	47
Bulgaria	492
Croatia	178
Czech Republic	353
Denmark	415
Estonia	134
Finland	331
France	810
Georgia	44
Germany	889
Greece	270
Hungary	298
Ireland	294
Italy	682
Kazakhstan	135
Kyrgyzstan	11
Latvia	190
Lithuania	177

Luxembourg	57
Moldova	26
Montenegro	18
Netherlands	563
North Macedonia	38
Norway	313
Poland	810
Portugal	557
Romania	394
Serbia	316
Slovakia	215
Slovenia	105
Spain	591
Sweden	550
Switzerland	476
Turkiye	1,738
Ukraine	178
United Kingdom	952
Uzbekistan	49

*Data as of January 2024.

2023 TRS coverage:
Middle East*

Locations	No. of participants
Bahrain	74
Iran	21
Iraq	36
Israel	94
Jordan	201
Kuwait	112
Lebanon	62
Oman	85
Qatar	107
Saudi Arabia	567
United Arab Emirates	660

*Data as of January 2024.

2023 TRS coverage:
Africa*

Locations	No. of participants
Algeria	76
Angola	63
Benin	19
Botswana	29
Burkina Faso	19
Cameroon	37
Chad	11
Democratic Republic of Congo	27
Egypt	375
Equatorial Guinea	8
eSwatini	15
Ethiopia	36
Gabon	22
Ghana	117
Guinea-Conakry	18
Ivory Coast	63
Kenya	139
Liberia	9
Libya	8
Madagascar	20
Malawi	33
Mali	11

Locations	No. of participants
Mauritius	22
Morocco	168
Mozambique	47
Namibia	13
Nigeria	111
Republic of Congo	18
Rwanda	25
Senegal	43
South Africa	335
South Sudan	8
Sudan	9
Tanzania	56
Togo	19
Tunisia	63
Uganda	44
Zambia	49
Zimbabwe	24

*Data as of January 2024.