



# Benefits Online

Benefits Design Practices Survey Report

HR Policies and Practices Survey Report

2024



# Table of contents

Benefits Online subscription options

03

About the reports

04

Sample output

07

About WTW

13



# Benefits Online

Tap into live, comprehensive benchmark survey data — anytime, anywhere.

**Benefits Online** is our global subscription-based benefit benchmarking platform, designed to help your organization access detailed market information from our main benchmark surveys covering HR policies and benefits design practices from a single, intuitive application.

## Your subscription options for Benefits Online

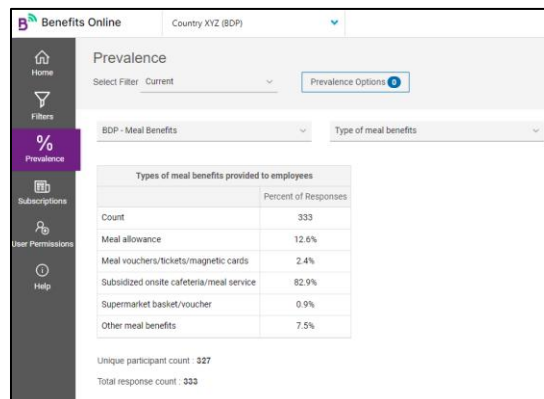
### Standard subscription:

*Option available to Participants and Non-Participants*

### Custom subscription:

*Option available to Participants only*

Upgrade to get advanced options, such as creating custom groups and comparing your organization's data against market prevalence results. Data is refreshed as often as daily.

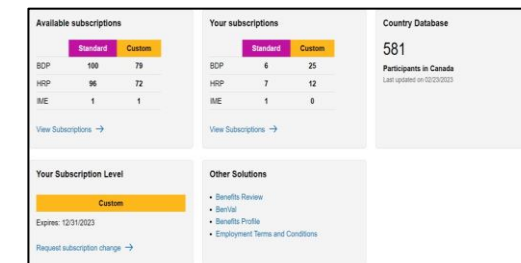


Types of meal benefits provided to employees	
Count	Percent of Responses
333	
Meal allowance	12.6%
Meal vouchers/tickets/magnetic cards	2.4%
Subsidized onsite cafeteria/meal service	82.9%
Supermarket basket/voucher	0.9%
Other meal benefits	7.5%

Unique participant count: 327  
Total response count: 333

\* BDP North America Standard is updated as often as daily.

	Standard	Custom
<b>Access and query</b> specific topics, provisions and prevalence results	✓	✓
<b>Access</b> general industry statistics	✓	✓
<b>Export to Excel</b>	✓	✓
Design your <b>custom group</b> based on specific criteria (e.g., number of employees, industry and/or revenue) to view results		✓
<b>Compare</b> your organization's <b>data</b> against your custom group by using the highlight feature		✓
<b>Grant access to multiple users</b> and tailor access by user	✓	✓
<b>User interface</b> available in English, Chinese (Simplified), French (Canada and Europe), German, Japanese, Italian, Polish, Portuguese, (Portugal and Brazil) and Spanish (LATAM and Europe), Russian and Turkish	✓	✓



Available subscriptions		Your subscriptions		Country Database
Standard	Custom	Standard	Custom	
BDP	100	6	25	581
HRP	96	7	12	Participants in Canada
IME	1	1	0	Last updated on 10/23/2023

Your Subscription Level: Custom  
Expires: 12/31/2023  
Request subscription change →

Other Solutions:  
• Benefits Review  
• Benefit  
• Benefits Profile  
• Employment Terms and Conditions



# About the report

## These reports will help you:

- Benchmark your comprehensive global HR policies and benefits plans and present market best practices and prevalent designs
- Maintain competitive HR policies and benefits offerings
- Design and develop formal HR policies and benefit plans

## Availability:

The reports are available for over 100 markets worldwide.

## Report format:

Interactive tables on the Benefits Online platform; Excel download.



Order your reports online:

[HR Policies and Practices Report](#)

[Benefits Design Practices Report](#)



# Benefits Design Practices (BDP) survey topics

Section*	Sample topics*
Benefits Flexibility and Choice	Options available, flex credits, spending accounts
Retirement	Defined benefit, defined contribution, hybrid, savings, end of service benefits
Healthcare	Surgery/hospitalization, outpatient, prescription drugs, maternity, dental, vision
Wellbeing	Physical (medical check-ups/health screenings, onsite medical services), emotional (employee assistance plans), financial, social
Risk Benefits	Life insurance, accidental death, disability income, disability lump sum
Business Travel Insurance	Business travel medical, business travel accident
Time Off	Paid vacation/annual leave, maternity leave, paternity leave, parental leave
Meal Benefits	Meal allowance, meal vouchers/tickets/cards, onsite cafeteria/meal service
Perquisites	Education, training and professional development, day care/child care allowance, length of service awards

\* Topics are adapted to the local environment and therefore vary by country

# HR Policies and Practices (HRP) survey topics

Section*	Sample topics*
Compensation Policies and Practices	Pay equity, internship program
Starting Salaries	Recent graduates, job functions
Variable Pay	Short-term incentives, profit sharing, long-term incentives
Car and Commuting	Type of car, personal use of company cars, replacement period, car expenses, car allowances, use of employee cars, commuting benefits
Guaranteed Payments and Cash Allowance	Months of salary payments, professional, social and entertainment allowances, company loans, housing, Christmas/holiday bonus
Sales Compensation Policies and Practices	Sales incentive plans, sales recognition program
Work Arrangements	Working hours, flexible working arrangements, overtime, shift and stand-by compensation, fixed closing period, field rotation
Business Travel and Relocation	Business travel expenses, employee relocation
Attraction, Retention and Termination	Recruitment, sign-on bonus, referral bonus, probationary period, retention, attrition/turnover, termination/severance benefits

\* Topics are adapted to the local environment and therefore vary by country

# Sample output

Benefits Online

# HR Policies and Benefits Design Practices Reports

Report is available from Benefits Online and Excel Download

The screenshot displays the 'Benefits Online' interface. At the top, there's a header with the 'B' logo, 'Benefits Online', and a dropdown for 'Country XYZ (BDP)'. A left sidebar contains navigation icons for Home, Filters, Prevalence (highlighted in purple), Subscriptions, User Permissions, and Help. The main content area is titled 'Prevalence' and includes a 'Select Filter' dropdown set to 'Current' and a 'Prevalence Options' button with a '0' indicator. Below this, there are two dropdown menus: 'BDP - Meal Benefits' and 'Type of meal benefits'. The central feature is a table titled 'Types of meal benefits provided to employees' with two columns: 'Count' and 'Percent of Responses'. The table lists six categories: Count (333), Meal allowance (12.6%), Meal vouchers/tickets/magnetic cards (2.4%), Subsidized onsite cafeteria/meal service (82.9%), Supermarket basket/voucher (0.9%), and Other meal benefits (7.5%). At the bottom, it shows 'Unique participant count : 327' and 'Total response count : 333'.

Types of meal benefits provided to employees	
	Percent of Responses
Count	333
Meal allowance	12.6%
Meal vouchers/tickets/magnetic cards	2.4%
Subsidized onsite cafeteria/meal service	82.9%
Supermarket basket/voucher	0.9%
Other meal benefits	7.5%

Unique participant count : 327  
Total response count : 333



# Benefits Design Practices: Healthcare Coverage

Types of health care coverage available to employees

	% of Responses
Count	-
Hospitalization plan/inpatient	- %
Clinical/outpatient	- %
Maternity	- %
Dental	- %
Vision	- %

Types of health care coverage available to dependents

	Count	Yes	No
Hospitalization plan/inpatient	-	- %	- %
Clinical/outpatient	-	- %	- %
Maternity	-	- %	- %
Dental	-	- %	- %
Vision	-	- %	- %

# Benefits Design Practices: Risk Benefits

## Types of risk benefits available to employees

	% of Responses
Count	-
Life	- %
Total and permanent disability (TPD)	- %
Accidental death or disability (AD&D)	- %
Critical illness (CI)	- %

## Eligibility criteria for the risk benefits coverage

	% of Responses
Count	-
Upon hiring (on first day of joining the organization)	- %
First day of the month following employment	- %
After probation/waiting period	- %
Other	- %

# Benefits Design Practices: Benefits Flexibility and Choice

Eligibility criteria for employees to join the flexible benefits plan

	% of Responses
Count	-
Upon hiring (on first day of joining the organization)	-- %
After probation/waiting period	-- %
Next annual enrollment	-- %
Other	-- %

Benefits that are included under the flexible benefits plans

	% of Responses
Count	-
Retirement/defined benefit	-- %
Retirement/defined contribution	-- %
Retirement/savings	-- %
Surgery/hospitalization	-- %
Clinical/outpatient	-- %
Major/catastrophic medical	-- %
Maternity medical expenses	-- %
Dental	-- %
Vision	-- %
Life	-- %
Short-term disability	-- %
Long-term disability (income replacement)	-- %
Total permanent disability (lump sum)	-- %
Accidental death or disability	-- %
Business travel accident	-- %
Critical illness	-- %
Vacation/annual leave	-- %
Medical check-ups	-- %
Wellbeing/wellness programs	-- %
Car benefits	-- %
Club membership	-- %
Other	-- %

# HR Policies and Practices - Retention

Job functions in which organization has difficulty retaining employees

Job Function	% of Responses	Job Function	% of Responses
Count	-	Online/digital/web/e-commerce	-- %
Accounting and finance	-- %	Operating systems	-- %
Administrative services	-- %	SAP/ERP development	-- %
Corporate and strategic planning	-- %	Legal	-- %
(Technical) customer support	-- %	Manufacturing	-- %
Engineering	-- %	Marketing	-- %
Human resources	-- %	Operations	-- %
Application development	-- %	Research & development	-- %
Big data/data analytics/business intelligence	-- %	Sales/business development	-- %
Database skills	-- %	Supply chain, logistics and procurement	-- %
Cyber security	-- %	Others	-- %

Retention tool used

Retention Tools	Count	Retention bones	Project completion bonus	Separate pay scale for hot skills	Market premium	Deferred premium	Loans	Education assistance	Career planning counseling
Business unit head and country manager	-	-- %	-- %	-- %	-- %	-- %	-- %	-- %	-- %
Executive	-	-- %	-- %	-- %	-- %	-- %	-- %	-- %	-- %
Middle manager and senior professional	-	-- %	-- %	-- %	-- %	-- %	-- %	-- %	-- %
Supervisory and professional	-	-- %	-- %	-- %	-- %	-- %	-- %	-- %	-- %
Technical and business support	-	-- %	-- %	-- %	-- %	-- %	-- %	-- %	-- %
Production and manual labor	-	-- %	-- %	-- %	-- %	-- %	-- %	-- %	-- %

# HR Policies and Practices - Variable Pay

## Performance-based bonus plan

Organization's performance-based bonus plan is formula driven or discretionary

	Count	Formula-driven performance-based bonus plan	Discretionary performance-based bonus plan
Business unit head and country manager	-	- %	- %
Executive	-	- %	- %
Middle manager and senior professional	-	- %	- %
Supervisory and professional	-	- %	- %
Technical and business support	-	- %	- %
Production and manual labor	-	- %	- %

Organization's performance-based bonus plan has established targets

	Count	Yes	No
Business unit head and country manager	-	- %	- %
Executive	-	- %	- %
Middle manager and senior professional	-	- %	- %
Supervisory and professional	-	- %	- %
Technical and business support	-	- %	- %
Production and manual labor	-	- %	- %





### About WTW

At WTW (NASDAQ: WTW), we provide data-driven, insight-led solutions in the areas of people, risk and capital. Leveraging the global view and local expertise of our colleagues serving 140 countries and markets, we help you sharpen your strategy, enhance organizational resilience, motivate your workforce and maximise performance. Working shoulder to shoulder with you, we uncover opportunities for sustainable success — and provide perspective that moves you. Learn more at [wtwco.com](https://www.wtwco.com).



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