



A global look at benefits

Optimizing benefits plans in various countries can be challenging. Optimizing on a global basis can be even tougher.



Why global benefits matter



Now, more than ever before, multinational organizations are looking to centralize the administration of their employee benefits programs. Globalizing benefits can achieve cost savings, consistent messaging, and increase employee engagement. However, setting up a global benefits program is challenging for many organizations due to varying statutory benefit requirements, geographical differences, and cultural norms by country.

As an organization's approach to benefits evolves, so do the expectations of Human Resources (HR). It is the responsibility of HR to ensure that benefits are running efficiently, remain compliant in all jurisdictions where they operate, and are valued and utilized by the employee population.

A significant emerging challenge is utilizing a benefits technology that maximizes efficiencies. This technology includes internal administration and employee-facing solutions that enhance the employee experience and provides a more effective employee value proposition. This type of solution can be valuable in identifying segments of the population where engagement with benefits programs are lacking and, subsequently, help to enhance programs accordingly.

To help employers optimize global benefits, KPMG utilizes a network of employee benefits professionals who together provide organizations with global-wide and local support and evaluate the benefits technology that best fits their needs. Our global network of benefits professionals responded to a survey in August 2022 which included insights from countries from around the world. Through the lens of the employer, the survey assessed the mandatory benefits, along with trends in each country. This report provides a snapshot of the top trends in benefits identified in each country surveyed. As you focus on enhancing benefits across your organization, we hope this report provides timely data and insights that can help you measure your progress and drive better outcomes for your business and workforce.

Survey summary

Nearly 90% of surveyed countries have a healthcare system that incorporates public and private elements. In most cases, public healthcare coverage funding comes from taxes paid by employee & employer, and private healthcare coverage funding may be partially or fully employer-subsidized.

In some nations, private healthcare coverage can supplement public coverage (e.g. covering additional services), and in other instances, private coverage provides an alternative for receiving coverage (e.g. separate private facilities).

The United States is one of the only larger and developed countries where public healthcare is not primary, as healthcare is mainly covered privately through employer-sponsored healthcare programs.

Similar to the U.S., employers in most countries typically offer employee assistance programs, as well as programs such as commuter/transit reimbursements, remote work stipends, and wellness funds. In many countries, employers also offer company car benefits/car allowances which are not common in the US.

Time off and leave policies vary widely by country. Vacation day allowances can vary from 10 days to 30 days or more, which is generally more than what most U.S. employers offer. Parental leave

benefits can range from 50 days to 2 years for the birthing parent and no-time to 1 year for the non-birthing parent. The U.S. median for a birthing parent (6 weeks) is typically less than other countries, but the median for a non-birthing parent (5 weeks) is more than most other countries.

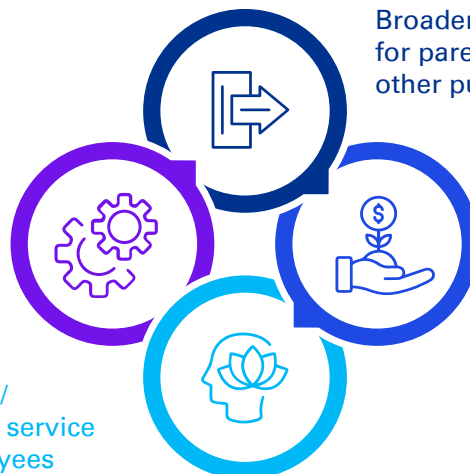
Pension and/or retirement systems are often established by the government, with contributions made by both the employer and the employee. In many countries, the employer can sponsor a private pension as well. In the United States, Social Security provides employees with baseline retirement income, whereas private 401k programs supply the majority of retirement benefits.

Recent trends in benefits include support and stipends for remote work, expanded mental health services, telehealth services, and paid leave. Behavioral health and leave changes are established to support DE&I initiatives. These observed initiatives are the same in the US & abroad. A focus on ESG in retirement funding through investment options in sustainable organizations is being seen in the U.S. and abroad as well. Outside of the U.S. in countries where car allowances are allowed, employer incentives for electric cars have become more common.

Global Benefits Trends

Support/stipends for remote work, including robust telehealth programs

Expanded mental/behavioral health service to support employees



Broader paid leave programs for parental, caregiver, and other purposes

ESG Focus (through sustainable retirement investment options, incentives for electric cars, etc.)

Asia Pacific



Australia



Bangladesh



India



Indonesia



Japan



Philippines



Taiwan



Vietnam

8 out of 9 surveyed countries in Asia Pacific have a healthcare system with public and private elements. In most cases public healthcare coverage is funded from taxes paid by employees and employers, and private healthcare coverage can be either employee or employer purchased.

In some cases, private coverage supplements public coverage (e.g. covering additional services), and in other cases, it provides an alternative for receiving coverage in separate private facilities.

Mandatory benefits and observed trends

- Employers offer employee assistance programs, commuter/transit reimbursement programs, and car allowances.
- Time off/Leave policies vary widely by country with vacation day allowances ranging from 10 days up to 30 or more.
- Parental leave benefits can range from 50 days to 1 year for the birthing parent and no-time to 1 year for the non-birthing parent.
- Pension and/or retirement systems are often established by the government, with contributions made by both employer & employee. In a few countries, employers sponsor private pensions as well.
- Additional trends in benefits include support and/or stipends for remote work, and expanded leave programs specifically for parental leave.

Americas



Argentina



Bermuda



Canada



Uruguay



U.S.



Mexico

Across the Americas, 4 out of 6 surveyed countries have a healthcare system that incorporates public and private elements. In most cases, public coverage is administered through the government with additional private coverage either serving as a supplement (e.g. covering additional services) or providing an alternative (separate private hospitals/doctors) for receiving coverage. In the US & Bermuda, healthcare coverage is not universally offered as it is employer-sponsored. For countries with public healthcare, disability coverage is typically included as well.

Mandatory benefits and observed trends

- Employers offer wellness platforms, commuter/transit reimbursements, remote work stipends, and wellness funds.
- Time off and leave policies vary by country with vacation day allowances ranging from 15 days up to 30 or more.
- Parental leave benefits can range from 6 weeks to 17 weeks for the birthing parent and 12 days to 25 days for non-birthing parent.
- Pension and/or retirement options are available through both the government and employer in most countries.
- Additional trends in benefits include support/stipends for remote work, expanded mental health services, and a focus on benefits that support DEI.
- A focus on ESG has been observed in retirement funding through investment options in sustainable organizations.

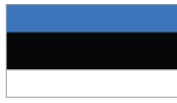
Europe, Middle East & Africa



Armenia



Czech Republic



Estonia



France



Greece



Italy



Netherlands



Romania



Serbia



South Africa



Switzerland



United Kingdom

Across Europe, the Middle East, and Africa, all have a healthcare system that incorporates public and private elements. In most cases, public coverage is administered through the government with additional private coverage either serving as a supplement (e.g. covering additional services) or providing an alternative (separate private hospitals/doctors) for receiving coverage. Dental coverage is typically offered publicly along with medical coverage.

Mandatory benefits and observed trends

- Life insurance is offered by employers and disability insurance is provided universally.
- Employers in most countries offer commuter/transit reimbursements, remote work stipends, company car allowances, and wellness funds.
- Time off and/or leave policies vary by country with vacation day allowances ranging from 15 days up to 30 or more.
- Parental leave benefits can range from 14 weeks to 2 years for the birthing parent and 5 days to 30 days for the non-birthing parent.
- Pension/retirement options are available through both the government and employer in most countries.
- Additional trends in benefits include support/stipends for remote work, expanded mental health services, wellness/wellbeing benefits, equitable benefits (for non-birthing parents, childcare support, etc.),
- A focus on ESG has been observed in retirement funding through investment options in sustainable organizations, promoting volunteerism within the workforce, and incentives for electric cars in countries where car allowances are offered.



The KPMG Health and Welfare practice is a strategic and innovative team experienced in helping large and small organizations across different industries. Our team consists of healthcare actuaries and senior benefits consultants, and is fully integrated with our broader Global Mobility practice service lines, for a consistent approach to mobility and rewards. We can assist you with:

- Developing holistic current state overviews summarizing rewards programs and cost details
- Helping growing multinational companies establish reward programs or find a global Employer of Record
- Identifying opportunities for organizations going through transactions
- Enhancing employer benefits programs (alignment with best practices, global vendor solutions, DEI benefits)
- Evaluating global benefits centralization opportunities and funding alternatives
- Leveraging technology to reduce administration, better engage with local HR colleagues and enhance cultural connection with employees

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