



# The Dutch Benefits Benchmark report 2023

A collaboration between:



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# Preface

This report was written to combine our knowledge and background from HR, benefits and reporting these topics. With the report, we hope you can benchmark yourself with regard to your benefits package, or feel inspired by the possibilities in the world of compensation. Whether you want to read the complete report or scan for the best practices, we hope you enjoy the read.

*Florian Gendrault, Virgile Raingeard, and Ingeborg van Harten*

## YourCampus

YourCampus is a platform where employees can personalize their compensation and benefits. Using their personal budgets from categorized wallets, employees can easily decide which gym they go to, pick their favorite mobility service, or use budget for daycare services. All on the same mobile platform. YourCampus was launched in 2021. In a little over a year, 100 companies have been onboarded, resulting in over 14000 active users on the platform, working at anything from a four-person Start-up to a corporate company. Although the main focus is the Netherlands, YourCampus is active internationally.

## Figures

"Fair pay the simple way" is the motto of Figures. This real-time compensation benchmark application was created to help companies power up their compensation policy and drive salary fairness. The app was created as its founders were frustrated by the lack of qualitative and reliable data on the compensation market in the Start-up/Scale-up ecosystem. A product was created around that vision and Figures is now present in 6 countries and with over 1000 clients. Figures has raised €8.4 million and in 2021, acquired Payspective to cement Figures as the foremost salary benchmarking product.

## 7people

7people helps Start-ups and Scale-ups to grow, transforming them into irresistible organizations. Going beyond best practice, the team brings unique, creative, pragmatic People & Culture solutions that boost employee attraction, retention, and performance results. Services include People & Culture Projects, Interim HR Professionals, HRaaS, Talent Acquisition support and HR Executive Search. With a highly experienced team and a track record of Start-up and Scale-up success, 7people is your ideal people & culture partner whether you're gaining early traction, raising funds, or preparing for expansion. 7people's clients include TicketSwap, GoodHabit, Trunkrs, The Social Hub, Loavies and Uberall.

Link to websites

[yourcampus.nl](https://yourcampus.nl)

[figures.hr](https://figures.hr)

[7people.team](https://7people.team)

# Introduction

2022 was a tumultuous year. Living expenses went up alongside [inflation](#) and the labour market was turned upside-down due to shortages – some companies going as far as handing out ‘[signing bonuses](#)’ in order to attract talent. In addition, there seems to be no consensus on what the new way of working should turn out to be. The changes that were introduced after the [lockdowns of 2020 and 2021](#), were reeled back in and employers have been trying hard to [drive working from home down](#) and are introducing incentives to coax their employees back to the office again, such as [smoothie bars and padel classes](#).

So what role does benefits play amidst the market-wide [labour shortage](#)? And what about the inflation and the financial ripples that have also been coming along? We believe employee benefits can be the star of the show, as they have become more important than (maybe) ever. Whatever the goal, benefits are an essential part of the rewards package.

## Benefits for the modern workplace

The fact that benefits are an integral part of rewarding probably doesn't raise too many eyebrows nowadays. YourCampus has shown that in their [Dutch employee benefits report 2022](#) and Figures also produced an employee benefits study for the [French market in June 2022](#), in which they showed what type of benefits a number of participating companies provide to their employees.

A question that remains unanswered for many employers and HR specialists in the Netherlands, is ‘what works?’ Hence, the question we want to answer in this report is: **what is the best benefits package for the modern workplace?**

In this report, we're presenting and discussing data on implemented benefits from 253 companies in the Netherlands, who contributed to this survey between November and December of 2022. We have not only asked what kind of benefits they provide, but also why and how, plus added some insights for 2023. What you are about to read is ultimately the most detailed benchmark report for employee benefits in the Netherlands to date.

## Context of benefits in 2022

Before we continue with introducing the report, we'd like to define what we mean with benefits and compensation. Traditionally, a benefit meant a pension plan, a free lunch, an NS Business Card or other provided modes of transportation, and maybe a free bootcamp. Something that was enjoyed at the office, to promote productivity or a sense of togetherness.

Nowadays, it can mean much more. That's why we define a benefit as any supplementary compensation, that is not paid out as salary. It's anything additional, paid for and provided by the employer, and made available for all employees. It doesn't need to be used or enjoyed at the office – not even during work times.

## “It may surprise you that the average rating for current benefits offering is only 6.3.”

In the survey, we asked the participants to rate their current benefits package. It may surprise you that the average rating for current benefits offering is only 6.3. This shows us that many companies think their own benefits leave much room for improvement.





### What's in it for me?

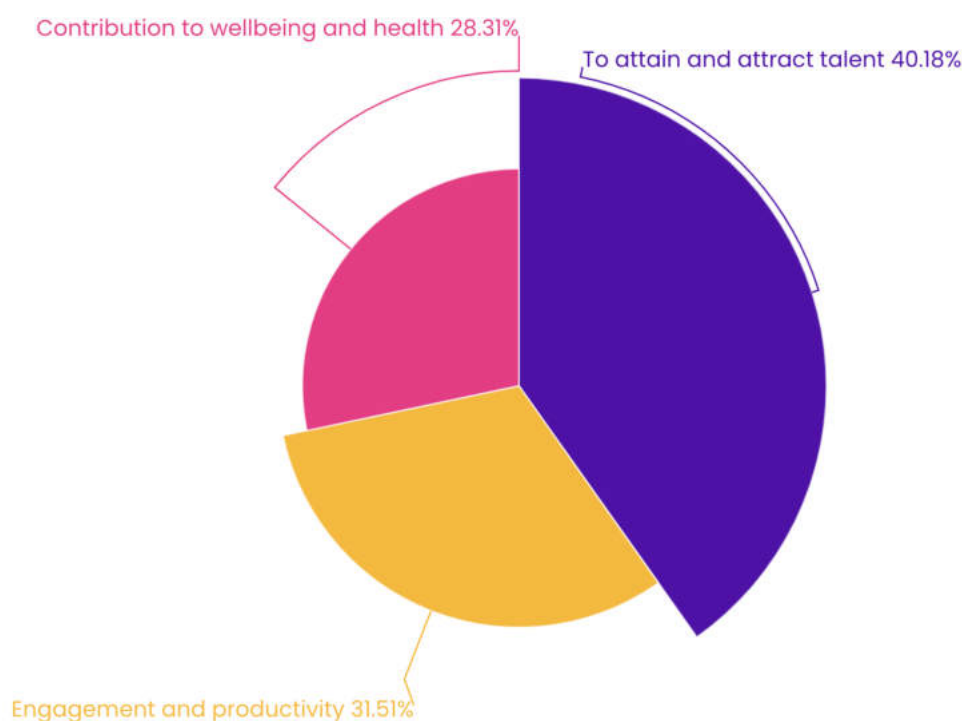
If you also feel like your company's benefits package is missing something, this report should inspire you with the many options that are available. You could approach anything another company offers as a suggestion and ask yourself: would that benefit suit your culture and employees?

Benchmarking yourself can help to decide which types of compensation make sense to introduce – from specific benefits to whole categories and maybe even changing your whole strategy altogether.

In addition, as we discussed above, the definition of 'benefits' is now somewhat of a grey area. **This report can also help with broadening your understanding of what a benefit is, or can be.**

You might also ask yourself, what would be the reason for me to offer my employees any benefits? Why care? It's a valid question. Here, the replies to our survey come in handy. Respondents could indicate their main reasons for offering benefits (multiple options were valid). The three main reasons are as follows:

#### Why offer benefits



We believe providing the right additional benefits can help you stand out within the job market, but it's also an impactful way to support your current team. Not just with their productivity, but also their wellbeing, health and happiness, long-term goals that shouldn't be forgotten in financially uncertain times.

All in all, we hope the report can help you with gaining insights into the right benefits for your company, culture, and employees. Not only by seeing what is used most often, but also by seeing what stands out.

# Methodology

In November 2022, we sent out [this survey](#) to gather data for the report. We received 253 replies, from all over our shared networks in the Netherlands.

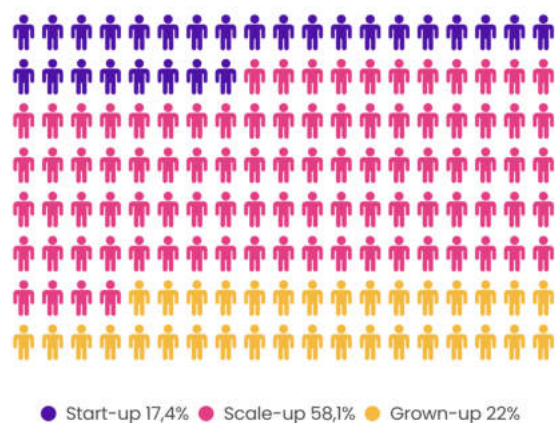
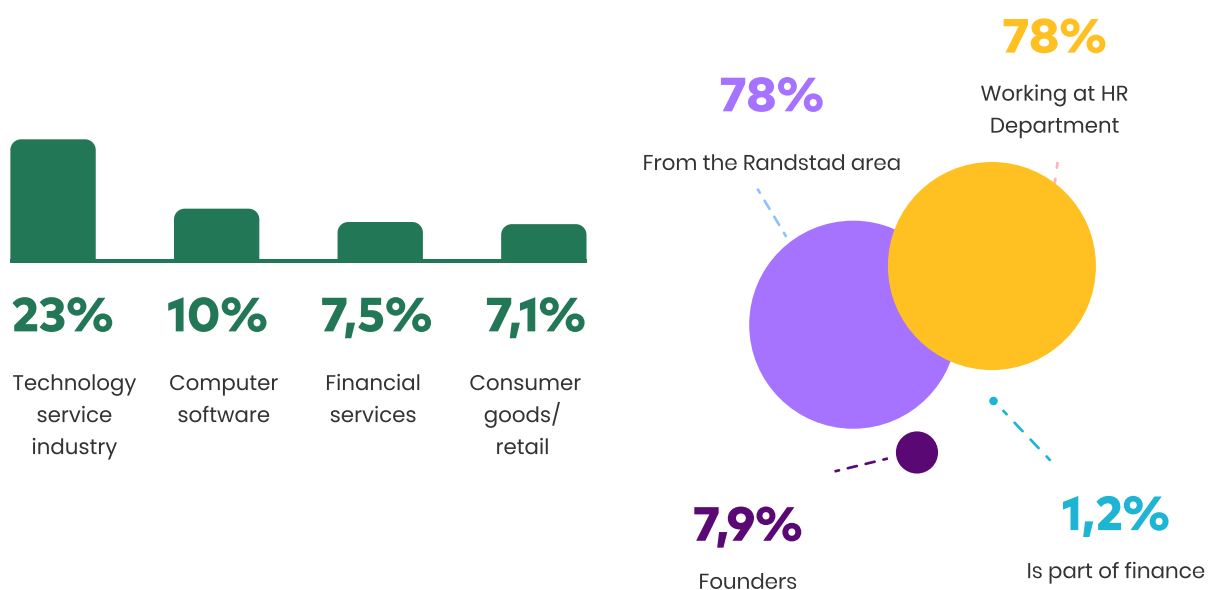
The reason we chose to source our data via a survey, is quite simple. **We want to present new insights: new data on benefits use.** First-hand information, sourced from our own network. Of course, HR professionals can always strike up a conversation with each other and compare the benefits package of their respective companies, but that would be nowhere near as effective in benchmarking as this report.

The survey also allowed us to gather the most recent data: we had a window of data collection between November 22nd to December 16th. As this report was written right after the closing date, and published in January of 2023, it's as up-to-date as we could make it.

In addition to the multiple choice questions, we also had a number of open questions, with further insights straight from our participants. We did decide, however, to ensure statistical significance in these results by putting a threshold of 70 replies for all multiple-choice answers for it to be included. Open-ended questions were excluded and instead used as additional insights.

## The participants

We sent out the survey to our combined network to broaden our reach. In the end, **253** individuals finished the survey. We also asked them for some information about themselves, so our data tells us that they are:



Type of company our survey participants work at

The remaining categories include government (0.4%) and non-profit (1.2%), but as those categories all have such low replies, we have decided to leave those out of the segmented data. They are, however, included in the non-segmented data.

*\*A note on the segmented data categories: We have decided to use those categories that companies used to describe themselves with, because the stage of growth of a company is more telling than the head count on its own. Furthermore, we believe companies will want to compare each other by type of company rather than size.*

### How did we collect and analyze the data?

When interpreting the data from the survey, it is important to take note of the fact that multiple answers were often possible, as many companies offer multiple benefits within a specific category. This means that although we might look at all replies (n=253), in total more answers were tracked (sometimes around 400) to a single question. Rather than looking at what percentage a benefit covers compared to all of the options within a category, we look at how often a specific benefit is offered among those that reply and but also among Start-ups, Scale-ups and Grown-ups separately. By looking at the replies among the Scale-ups, let's say, Scale-ups can compare themselves to other Scale-ups.

Throughout the document, we mention the N-number for the amount of replies per question. If that's 253, that means all participants answered to a question. The follow-up questions go into further detail, which influences on the amount of responses they could have. An example:

The question "Which of the following Learning & Development benefits do you offer?" has 253 replies. The answer "Annual Learning & Development budget" got 151 responses, which means that the follow-up question, "How much is the Learning and Development budget you offer?" could only have 151 responses as well. So for that particular question, N=151.



## Definitions

As this report is written from the perspective of the HR and benefits business, we are aware there are some concepts in the report that might need some clarification. Below you can find a list of the words we thought were important to explain.

### Benefits

As we mentioned earlier, wherever we're speaking about benefits in this report, we mean any supplementary compensation, that is not paid out as salary. Benefits are paid for by the employer and can be provided for multiple reasons. It can be a gym membership, a free lunch, or a flexible budget to be spent on benefits.

### Collective pension

A collective pension is a pension plan that is set up by the employer. Either all employees at a company or a group of employees collectively accrue their pensions.

### Company culture

The way a company engages its employees with each other and with the company, based on the values of the company. Often applies to activities and parties, but can also be telling about working hours and the importance of conformity.

### Compensation

All forms of payment in return for working at a company. This includes salary, but benefits as well.

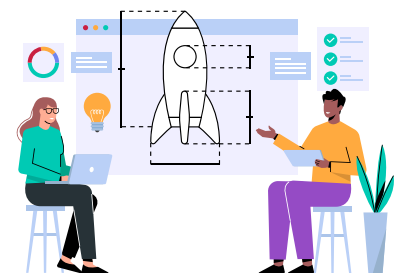
# Definitions

## Modern workplace

A modern workplace is a workplace that is progressive in regard to its stance towards its employees. In practice, that can mean that a workplace implements a hybrid work schedule, flexible working hours, flexible benefits – basically anything that is designed to enhance the work experience of an employee, or the culture of a company.

## Perks

Perks is a form of non-cash compensation, provided by the employer, in the form of discounts.



## Start-up

*N=44, which is 17% of all replies.*

A company that is in the 'Start-up' phase of growth. This is one of the options that could be selected as describing the company the participant worked at. Identification with the category was left open for interpretation for the individuals filling in the survey. N=44, which is 17% of all replies.

## Scale-up

*N=147, which is 58% of all replies.*

A company that is in the 'Scale-up' phase of growth. This is one of the options that could be selected as describing the company the participant worked at. Identification with the category was left open for interpretation for the individuals filling in the survey.



## Grown-up

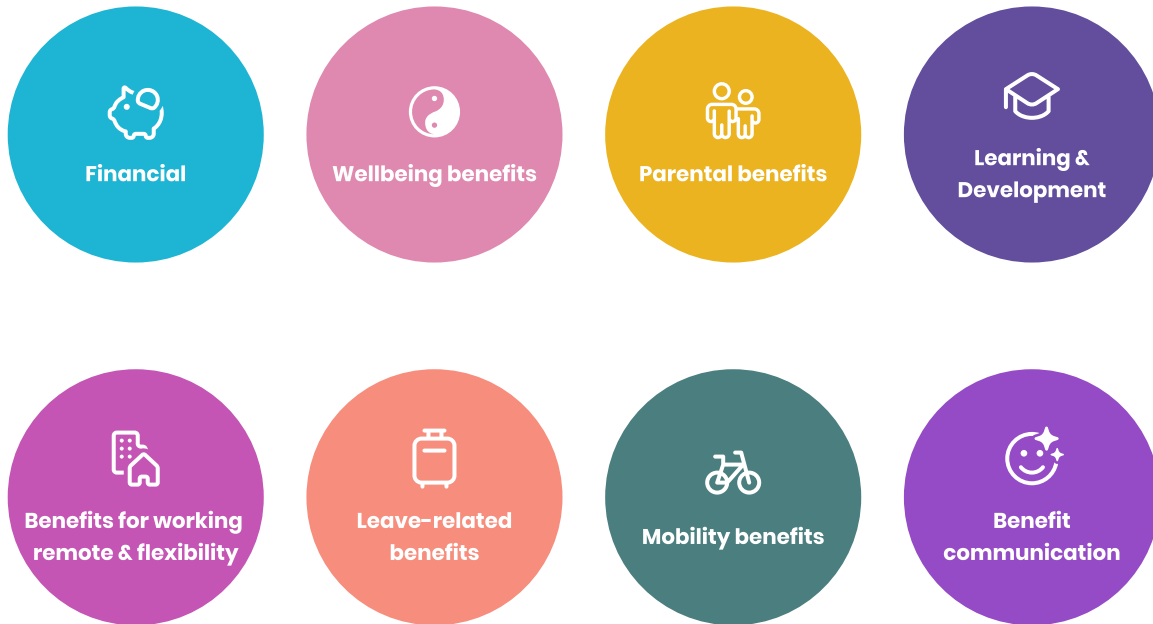
*N=55, which is 22% of all replies.*

In this report, a 'Grown-up' company represents our data of 'Corporate' and 'SME', which both were options that could be selected as describing the company the participant worked at. We decided to combine them to create a third group that is different to Start-ups and Scale-ups, but still reflects sufficient replies.



# Data

The data is divided into the main topics that we surveyed. For example, for the first benefits pillar, financial benefits, our first question on that topic was “Which of the following Financial benefits do you offer?”, so that and its subsequent questions fall under ‘Financial benefits’. The Data section is divided into the following topics:



## Standout-benefits

For each of the main questions (for example, ‘Which of the following Financial benefits do you offer?’), there was also an option for ‘Other’, in case none of our options covered the provided benefits. When this option was selected, respondents could fill in an open text box. For each category, we have selected three ‘Benefits that stand out’.

## Disclaimer

It’s important to point out that this report is not all-encompassing. Any claim that is made in this report, that’s not from an outside source, is based on the data directly from our survey respondents. The 250+ participants from the survey mainly come from the shared networks of YourCampus, Figures and 7people. Our networks of course influenced the types of companies that participated. However, based on the variety of companies that took part we do believe it is a fair and accurate view of the Dutch ecosystem allowing for new insights.

If you have any feedback, comments, or other insights, please don’t hesitate to contact us via [benefitsreport@yourcamp.us](mailto:benefitsreport@yourcamp.us).

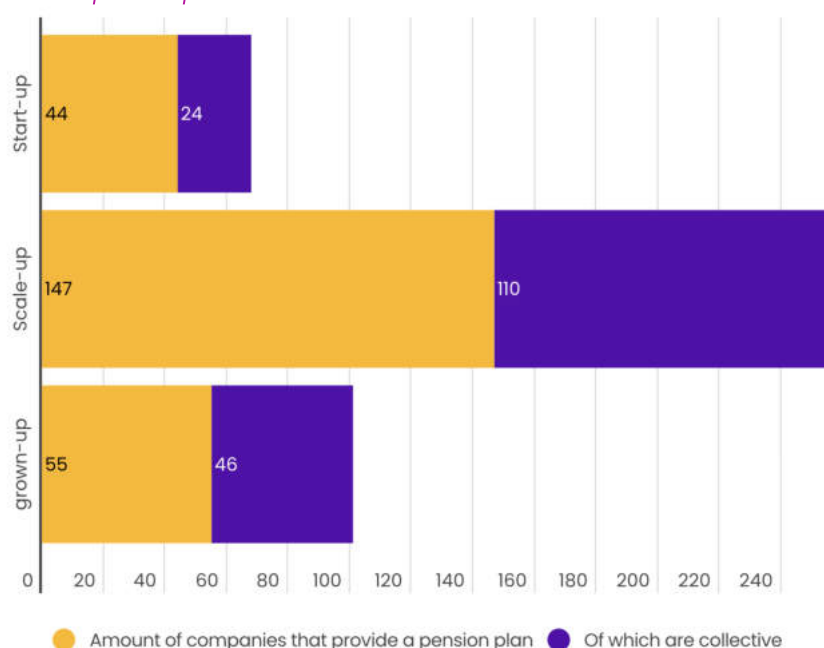
# Financial benefits

The first benefits pillar we surveyed was financial benefits. Incidentally, this was also the section where multiple benefits got a high percentage of replies. We will be discussing the main benefits of the category: pension, employee referral reward, home office allowance, work from home allowance, mobile phone allowance, and employee stock option plan.

## Pension

When we look at financial benefits that are offered, it's clear that pension is one of the most popular benefits in that category, with 74% of the companies providing some form of pension. Pension is one of those benefits that is often expected by employees, although actually many Start-ups don't actually offer a pension plan. If we look at the amount of companies that provide a pension plan split up between the company types, as one might expect, the more mature companies have a higher representation of offering a pension plan of some sort.

### Companies that offer a pension plan

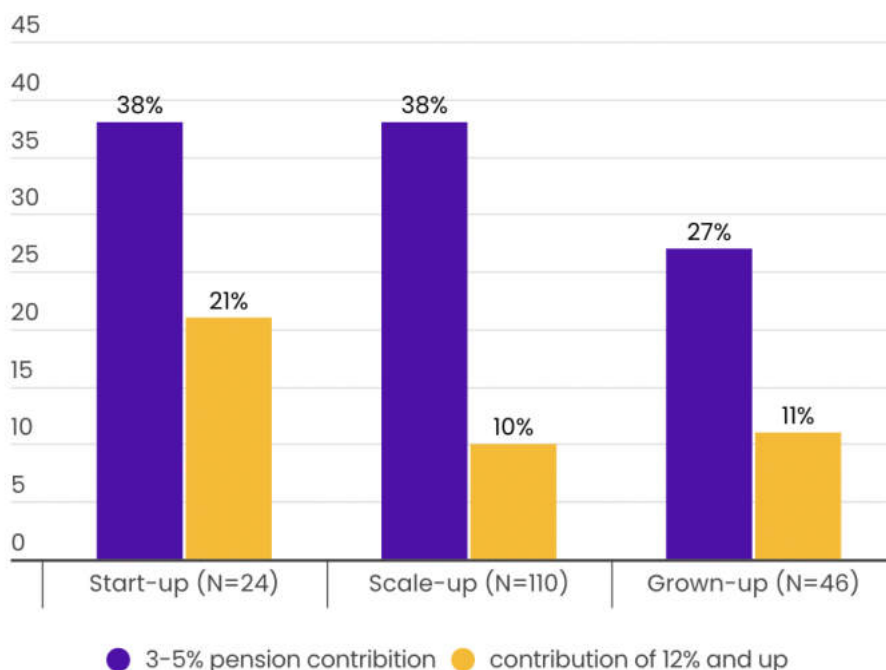


When we look at the type of pension they offer, we can see that 78% of those who do offer a plan, offer a collective pension. Interestingly enough, there's no real distinction in the data of Start-ups and Scale-ups. It's only the Grown-up companies who really stick to the tried-and-true collective pension, while about 25% of both Start-ups and Scale-ups provide a more flexible type of pension in the form of a monthly allowance on top of the salary.

## Pension contribution

When we look at the data for the amount of the pension contribution, we can see that 34% of the contribution for pension amounts to 3-5% of the salary, although 26% actually offers 12% or more. In addition, the distribution is quite equal for Start-ups and Scale-ups, with 3-5% offered at 38% of Start-ups, 38% of Scale-ups, but only 27% of Grown-ups.

### Percentage of salary contributed to pension



**All in all, pension is still popular. It seems the type or stage of the company doesn't necessarily influence the pension contribution in a direct way.**

Grown-ups are over-represented in the 5-8% category, but Start-ups are the highest group in both 3-5% and 12% and up.

### Employee referral reward

70.8% of all companies give out an employee referral reward, which shows us that it's quite a common benefit. Whether that's a new trend due to labour market shortages, is hard to say.

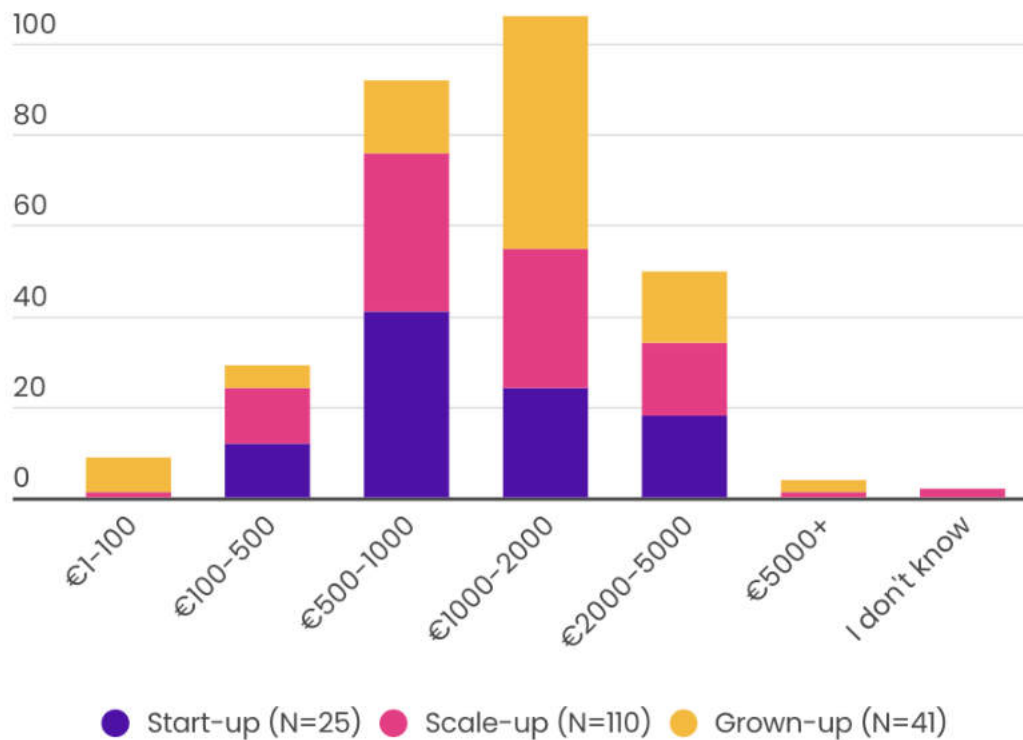
What is interesting to see, however, is that both Scale-ups and Grown-ups offer the referral bonus more often than Start-ups. For both Scale-ups and Grown-ups it's offered at 75% of the companies. For Scale-ups that makes sense: they're often still in rapid growth, so a quality workforce is in high demand. For Corporations, part of the Grown-up category, that may be due to local growth of the company, or global expansion. For Start-ups, 57% of the companies offer some type of referral reward. It can be speculated that this is due to the small scale of the company that it is often recruiting people from a direct network.

### Offer referral bonus

| Percentage of all companies   | Start-up   | Scale-up   | Grown-up   |
|---|------------|------------|------------|
|   | <b>57%</b> | <b>75%</b> | <b>75%</b> |
| Cash bonus  | <b>68%</b> | <b>86%</b> | <b>90%</b> |
| Other<br>(AirPods, a donation to charity, or a personal 'bucket-list item') | <b>32%</b> | <b>14%</b> | <b>10%</b> |

As to be expected, most companies offer a cash bonus, although it's actually the Start-ups that most often offer other incentives, including AirPods, a donation to charity, or a personal 'bucket-list item' that can be crossed off their list.

*How much is the referral bonus you offer?*

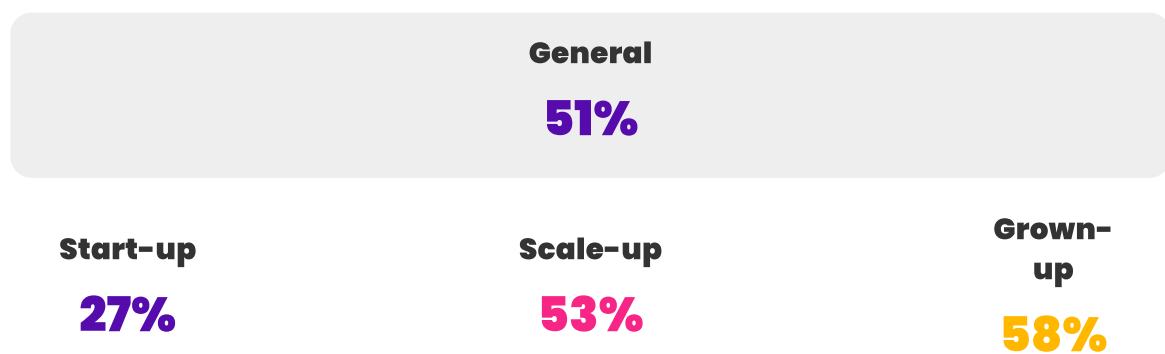


If we look at the distribution of the amount of the referral bonus, most companies offer something between €500 and €2000 euro. If anything is given, less than €100 is quite unheard of and the same is true for more than €5000. Still, about 16% of all companies offer an amount between €2000 and €5000. That percentage is surprisingly evenly distributed among the three company types.

#### Home office allowance

What is interesting to see is that the home office allowance, which is an allowance to buy supplies such as a chair or desk, is currently provided at 51% of the companies. In October of 2020, the newspaper Trouw commented that it became more and more common for employers to provide such an allowance, and evidently, they still do. It's quite safe to say that this benefit is a direct result of the pandemic and switch to working from home – whether that's now fully or hybrid. **So in less than 3 years' time, it has actually climbed up to the top of the employee benefit chain quite rapidly.**

*Amount of companies providing home office allowance*





While the Trouw article mentions mainly items which are to be used at home, such as desks and chairs, we have split the allowance between a home office and work from home allowance, which will be discussed below.

#### Work from home allowance

Another benefit that was introduced after the 2020 pandemic, is the work from home allowance. The work from home allowance only includes compensation for electricity or internet and is provided by 42% of all participating companies, even though 96% of all companies have an office where people can work from, and 75% of all employees are allowed to work from home 5 days a week.

#### Amount of companies providing work from home allowance

**Start-up**

**25%**

**Scale-up**

**41%**

**Grown-up**

**56%**

As 44% of the employees can work as many days remotely as they want (and no one is required to have to work at the office full-time), it makes sense that 42% do provide the allowance. A very small percentage is remote first: only 2.5%. All in all, it's interesting to see that so many companies are still fully allowing some way of hybrid working and no one is mandating employees to be at the office full-time anymore.

Since 2021, employers can actually give a €2 untaxed allowance per employee, per day worked from home. This does not fall in the WKR. An employee that works 40 hours per week and full-time from home, could receive roughly €42 a month.

#### Mobile phone allowance

Some form of mobile phone allowance is provided by 47% of all participating companies. If we look at the amount of allowance, it's most often an allowance of €21 to €40 a month, but about a quarter of all companies provide a phone and subscription and 19% provide just a subscription. One company provides a max of €100 a month. It's clear that connectivity and being easy to reach are important to many businesses.

#### Employee Stock Option Plan

Founders often wonder if they really need to offer stock options or ESOP plans. Out of the results we see only 41% of offers and ESOP plan (or something similar), and out of those 61% offers this to all employees. This means that only 25% of the company's employees are eligible for stock options.

Interestingly enough, if we look at the type of companies that do provide it, we can see that there's no real distinction between Start-up and Scale-up. 48% of Start-ups provide a stock option plan of some sort, and that's 45% of Scale-ups. For Grown-up, however, that's only 29%, so it seems like it's mainly companies that are growing or expanding rapidly who give out shares to their own employees.

#### Amount of companies offer stock options or ESOP plans

**Start-up**

**47%**

**Scale-up**

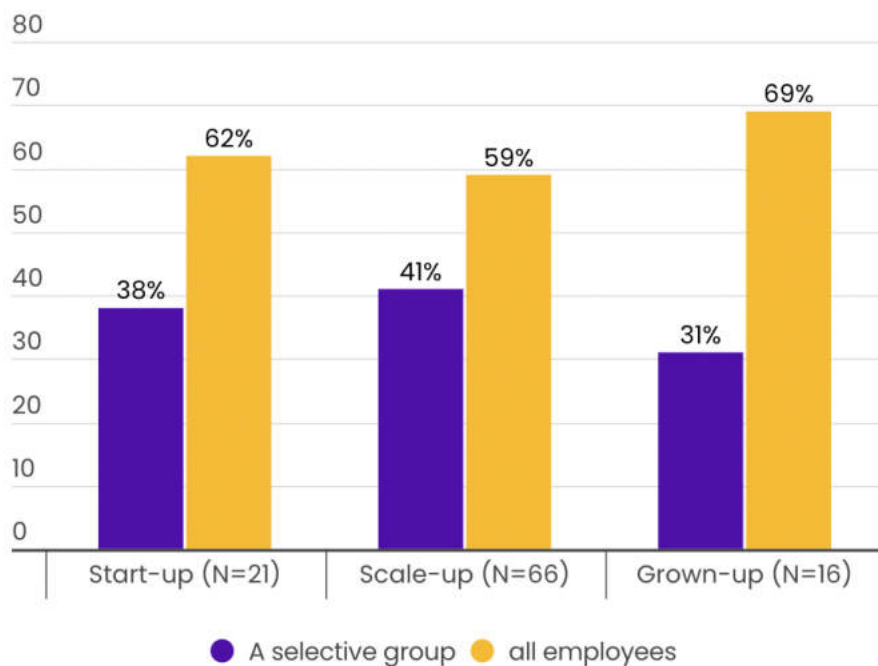
**45%**

**Grown-up**

**29%**

When companies do offer stock options, they'll likely choose between offering it to all employees, or to offer it to a specific group of employees. If we look at who is entitled to the stock option, it's clear that it's preferably all employees, at all three types of companies. When only chosen to specific group of employees, it's often a choice to engage strategic roles with a long-term incentive.

Who is entitled to an Employee Stock Option Plan within a company?



If the company does offer stock options to all employees, they often offer it to motivate employees. What's important to note, is that they should communicate that it's not guaranteed that these shares will result in any profit. If the employee was not aware and expects a profit, whatever might happen, this could dampen their spirits and impact their motivation. As an employer, you would end up in the same situation as before you chose to give ESOP.

**A trend we're seeing, is that some companies offer either a higher salary and less stock options, or they offer a bigger compensation package including stock options with a lower salary.**

#### Financial benefits that stand out:

- Payroll giving
- Loyalty bonus
- Discount on company products

# Wellbeing benefits

If we look at the data from the type of wellbeing benefits that are offered, the amount of responses is significantly lower than that of the financial benefits. **Whereas some financial benefits are present in more than 70% of the benefits packages, for wellbeing that is only 35%**, which is the access to a mental health support platform.

In addition, we can see that although access to a mental health support platform is more often provided than workout options, 'none of the below' is with 27.7% almost a third of the replies, meaning that about a third of the participants do not offer any wellbeing benefits at all. For finance, that's only 1.2%.

As a result, our specific questions for wellbeing, like those regarding workout options and a wellbeing budget, didn't have sufficient replies to split those up into different categories to be representative of the different types of companies.

All in all, wellbeing is a benefits category that still has a lot of room for improvement, whether that's mental wellbeing or physical wellbeing. In addition, it's clear that companies do provide more flexibility when it comes to wellbeing. Some companies (about 13%) provide a wellbeing budget, which means employees can decide what kind of help they need themselves. If we look at the 'Other' category, which is about 10% of the replies for this category, we see that the YourCampus platform is mentioned (which offers both mental and physical options), as well as yoga, meditation apps, and other organized workouts.

## Top 3: Via which platform(s) do you offer mental health support?

1.



2.



3.



### Wellbeing benefits that stand out:

- Yearly retreat to a warm country
- Unlimited access to psychologists
- Mental Health days (paid time off)

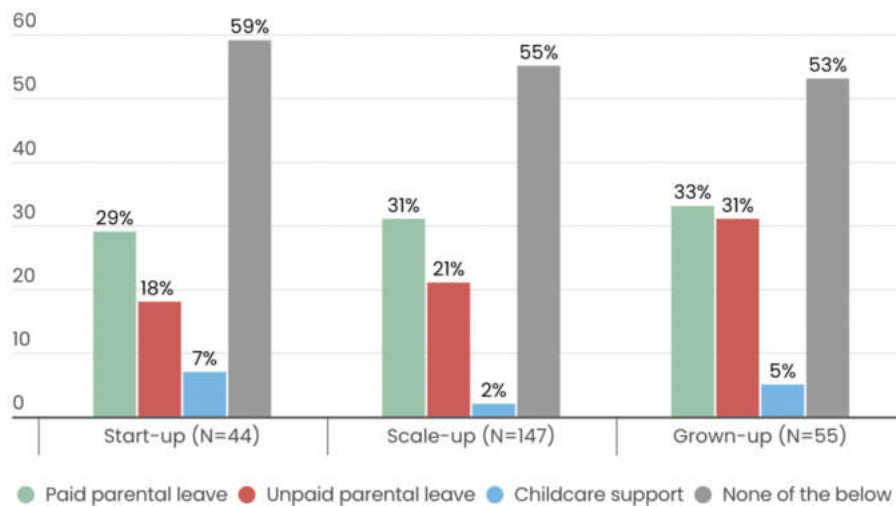
# Parental benefits

Let's start this category on a positive note: last year we saw significant changes in parental benefits, especially in the paid leave for dads. We're happy to see almost half of the organizations that participated in our survey offer extra parental benefits on top of the government incentives: 33% of the companies offer extra paid parental leave.

**Still, as a country, The Netherlands is far behind best practices.** At the moment, 54% of all companies don't provide any additional parental benefits. It's actually quite similarly distributed among the three company types. In addition, only 4% of all companies provide childcare support and fertility support (such as IVF treatment or family planning services).

One thing that does stand out, is that companies in the Grown-up category do offer more. They offer more paid parental leave and more unpaid parental leave, plus more childcare support (5%) than Scale-ups, although that number is still quite low.

## Main parental benefits



## Parental benefits that stand out:

- A baby bonus of 1000 euro
- 4-day work-week for parents: a weekly day off for parents which they can spend with their kids
- Additional fully paid leave for both parents

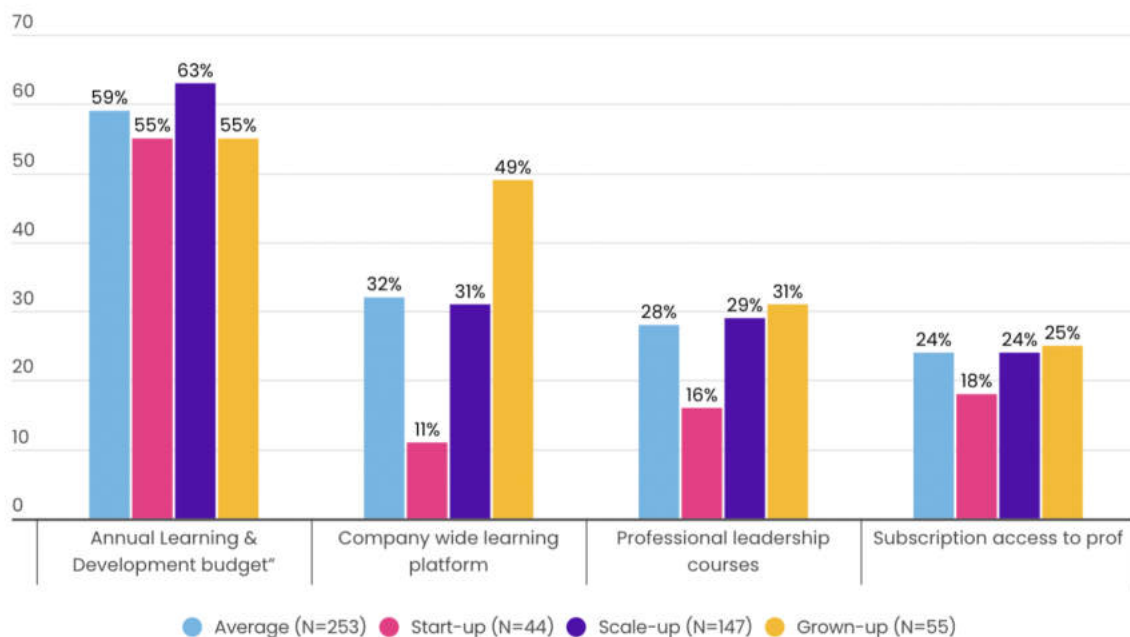
# Learning & Development

If we look at the type of Learning and Development benefits offered, we can see that an annual learning budget is the most popular type of L&D benefit, on average.

Something that is not so surprising, is that the company-wide learning platform increases in use in line with the size associated with the company type. It takes resources to provide a platform for the whole company and it's often more expensive with fewer users.

All in all, it's clear that Start-ups invest less in Learning & Development than their peers. Again, it could be that the company is too small to invest in benefits that can be used by the whole company. If we look at the annual learning budget, we can actually see that they invest just as much as Grown-up and are only slightly behind Scale-ups. They seem to prefer an approach that fits the needs of the individual, which makes sense if means are limited, as the budget can be utilized specifically for the individual's needs and isn't spent on having the 'option' of a learning platform.

*Most popular type of L&D benefit, on average*



## Top 3 most used learning platforms

1.

2.

3.

LinkedIn Learning

goodhabitz  
online training

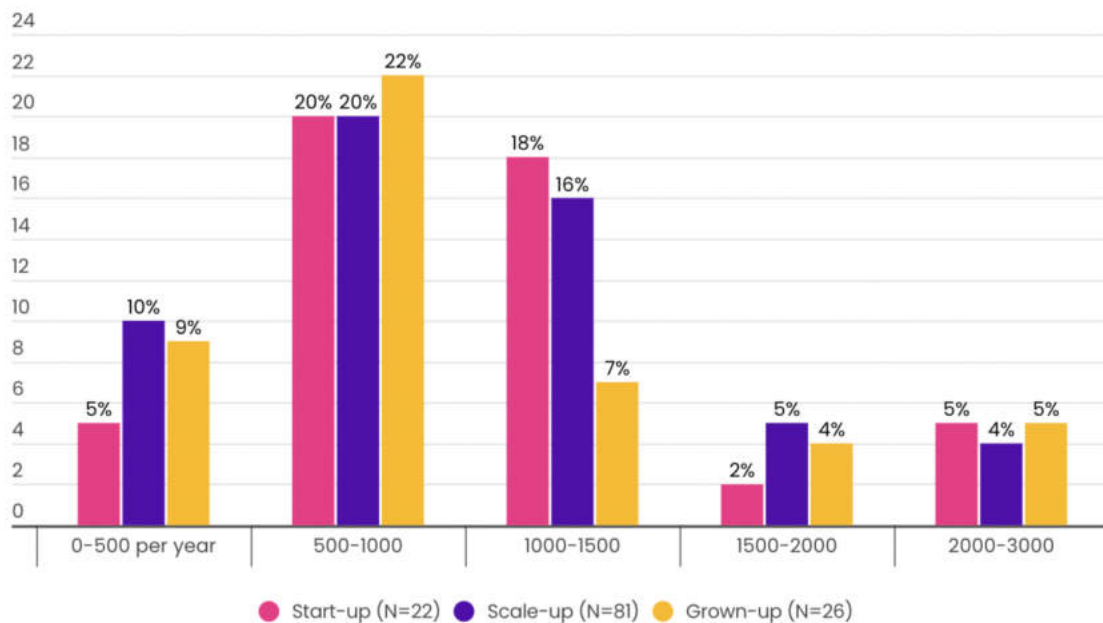
Lepaya\*

What is positive to see, is that almost 60% of the companies offer an annual, individual learning & development budget of €500 to €1500. Next to this many companies offer tailored budgets based on the needs of the employee and what brings value to the company: if we look at the open answers of the 'Other' category, many replies include 'depends on the situation.'

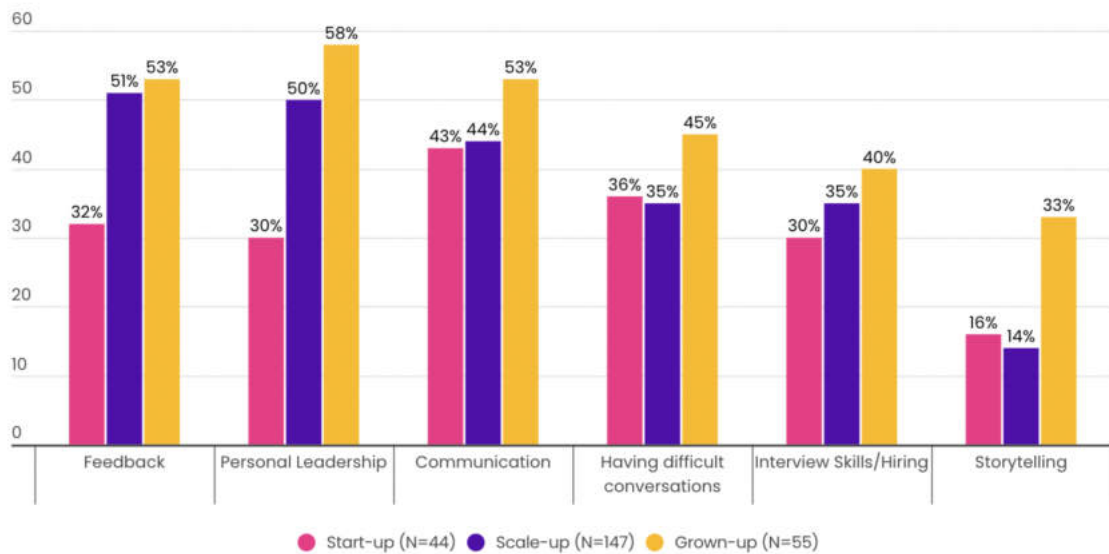
To reflect the fact that many one-day courses in the Netherlands are at least €500 to attend, €0-500 is actually a less popular category than €500-1000 and €1000-1500. So luckily, with these budgets, a certain practicality is taken into account.

**What is positive to see, is that almost 60% of the companies offer an annual, individual learning & development budget of €500 to €1500 per year.**

*How much is the L&D budget you offer?*



Do you offer training on one or more of the following topics?



The preferred amounts that are offered, aren't greatly different if we look at the company types. The distribution is somewhat similar among the three company types, with an amount between €500-1500 being the main contribution.

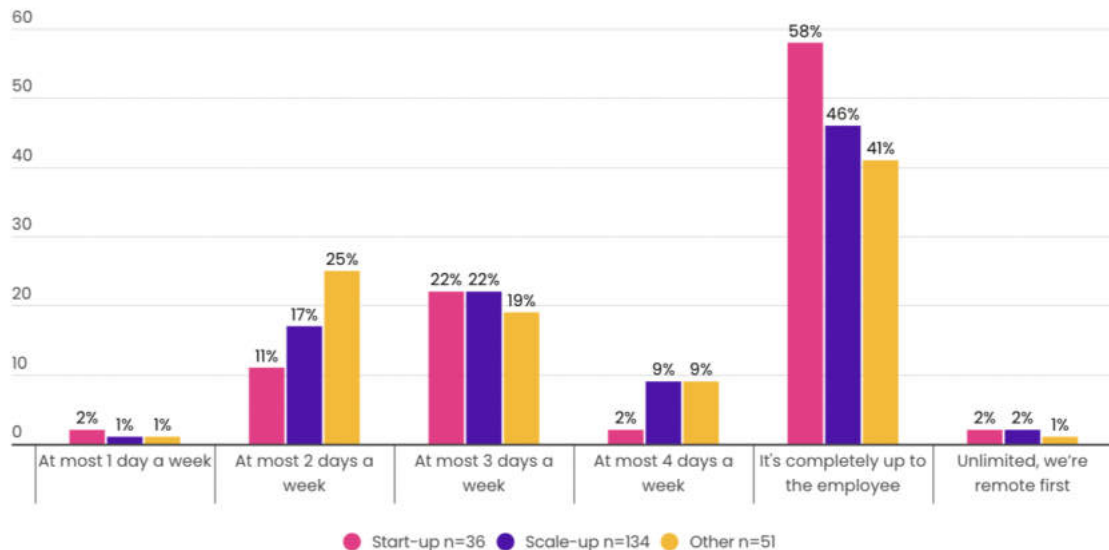
**“Subscriptions on professional articles or websites upon choice or request of the employee are hot. This is also an interesting way of learning.”** - Ingeborg from 7people

#### Learning & Development benefits that stand out:

- 1 day per 2 months off to focus on L&D
- 5% of your work time available for personal development
- Possibility to request books and other material for an internal library

# Benefits for working remotely & flexibility

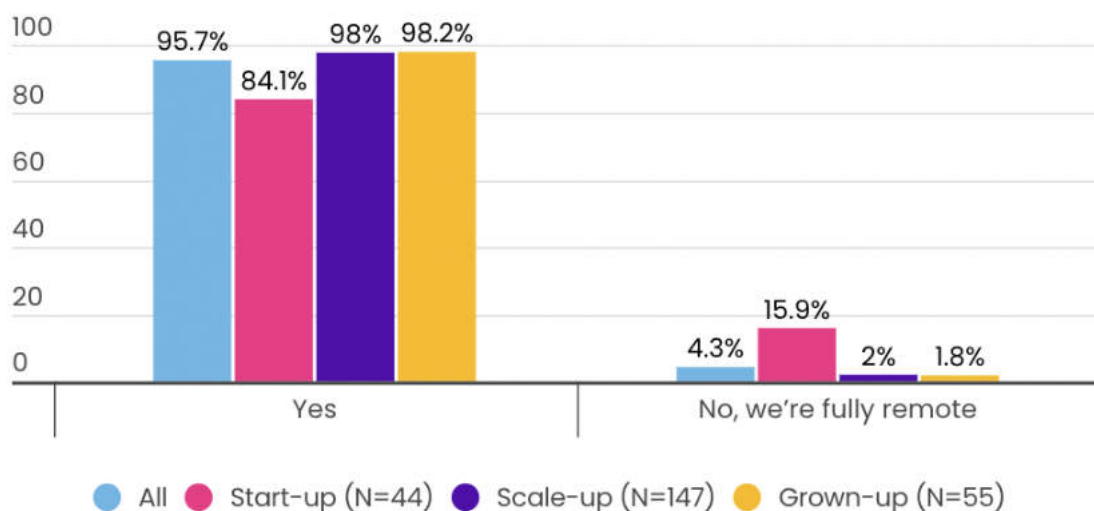
*How many days are your employees allowed to work remotely?*



What is interesting to see, is that all three company types provide a generous amount of freedom when it comes to how many days employees can work from the office or from home. Start-ups are the most flexible: 58% leave it completely up to the employee. At Grown-ups that's only for 41%, with working remotely for 2 days at most is the second most common option at a quarter of all Grown-up companies. A maximum of 3 days is also offered often at Start-ups and Scale-ups.

All in all, however, almost half of the companies allow their workforce to choose where to work and how often they come to the office.

*Do you have an office where people can work from?*





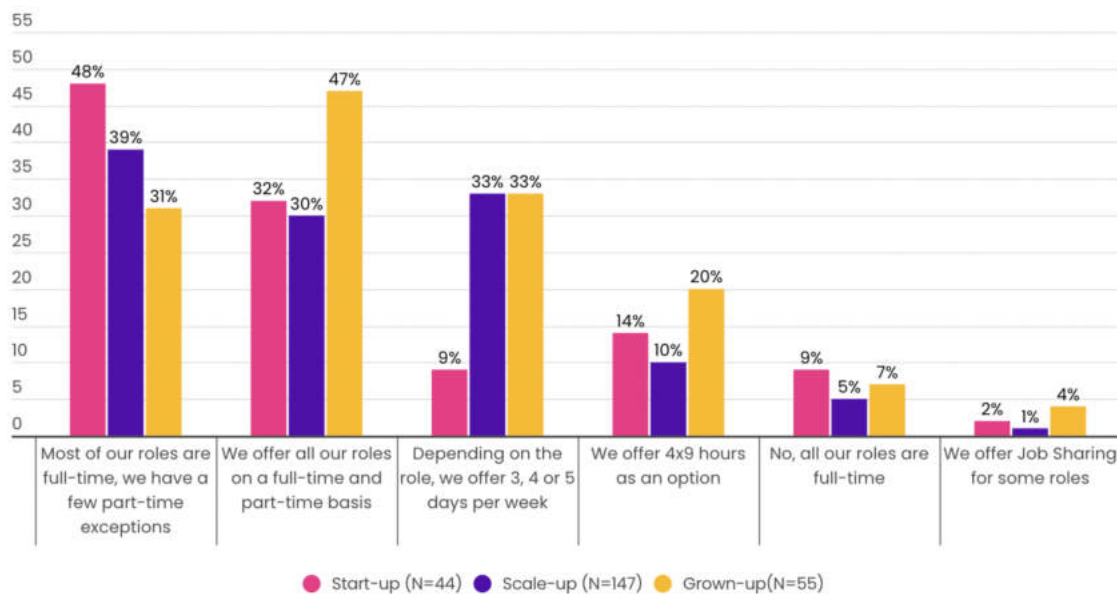
When we look at the companies that are completely remote, it's a Start-up in most cases. Scale-ups and Grown-up companies have an office 98% of the time, combined with the data on options for working remotely, this shows us that fully remote companies are still in the minority, but working remotely for 2 or 3 days a week is actually quite standard and here to stay.

### Fulltime vs. part-time

If we look at the number of days people work, surprisingly, almost 40% of all the roles are basically full-time, which is even 48% at Start-ups. If we look at companies that offer full-time positions only, that's again the highest at Start-ups, with 9%,

**On average, only about 30% of roles are available on a full-time or part-time, even in the Netherlands, the supposed part-time capital of the world.** As an employer, you might miss out on talent if you only offer full-time roles. A case could be made for the fact that the talent pool is significantly larger when you are flexible with the hours, especially if you take into account that more than 50% of parents in the Netherlands work part-time.

*Do you offer flexibility in work hours/days?*



### Remote & Flexible benefits that stand out:

- Allowance for working remotely from somewhere other than home
- The asynchronous workday: work at a time that fits your schedule
- A 36-hour work week with flexible starting times

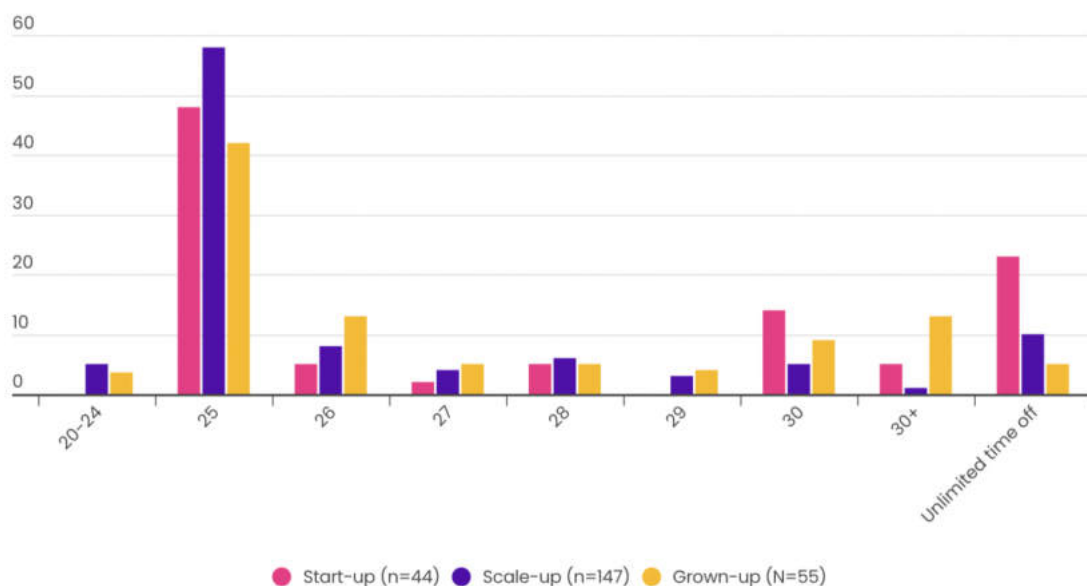
# Leave-related benefits

If we look at the leave-related benefits, it's clear that offering 25 days off remains the standard for annual leave. Whether it's a Start-up, Scale-up, or Grown-up company, it's the offering for more than 42% of the companies. What we see at the same time, however, is that more and more companies offer additional days off. Some companies have also introduced the option to buy additional leave days.

The 25 days and up options are actually quite evenly distributed among the company types. The Grown-up companies offer 26 days relatively more often, while Scale-ups remain more often at 58%, with some companies offering everything up to unlimited time off.

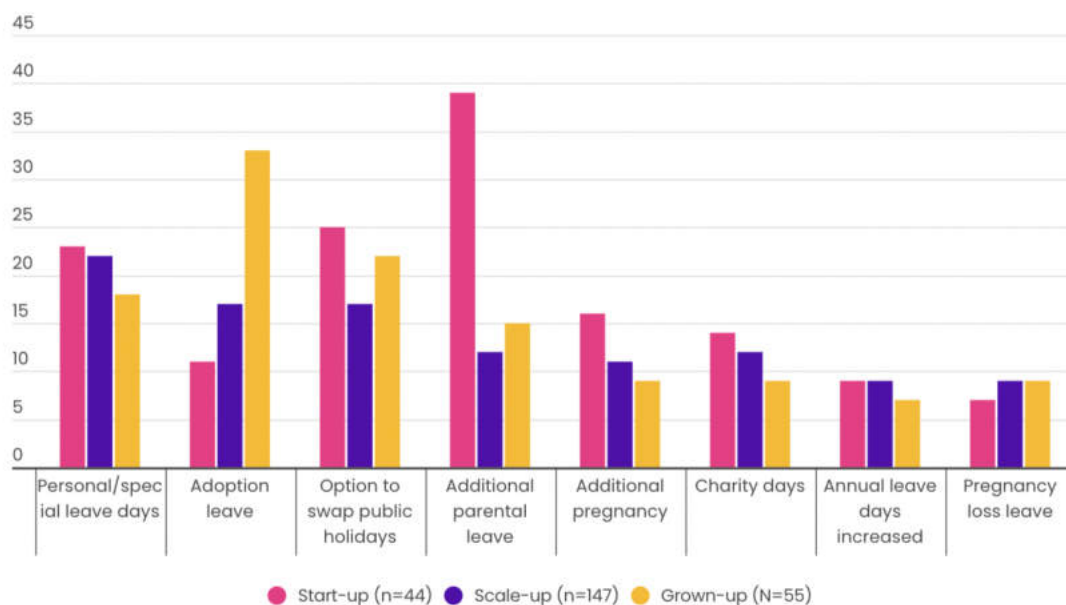
Start-ups seem to offer more options on the higher side, with both 30 days off and unlimited time off being more common in those types of companies. In fact, unlimited time off seems to be mostly a Start-up thing: 23% replied that they offer it, whereas that's only 10% for Scale-ups and 5% for corporates.

*Days off based on company type*



**All in all, people working at Scale-ups seem to receive the least amount of leave-related benefits, which means that is an area where Scale-ups specifically can be impactful.**

### Which leave-related benefits do you offer?



In most cases, at 39.5%, no extra leave-related benefits are offered at all. Of the benefits that are offered, the data shows us that there is quite some difference between the companies. Start-ups provide more additional parental leave – much more than Scale-ups and Grown-up companies: 39% compared to 12% and 15%.

At the same time, Grown-ups provide adoption leave that is unmatched at 33%. For Scale-ups, personal/special leave days are most often provided. However, a closer look at the data shows us that it's not more often than that Start-ups provide them.

### Leave-related benefits that stand out:

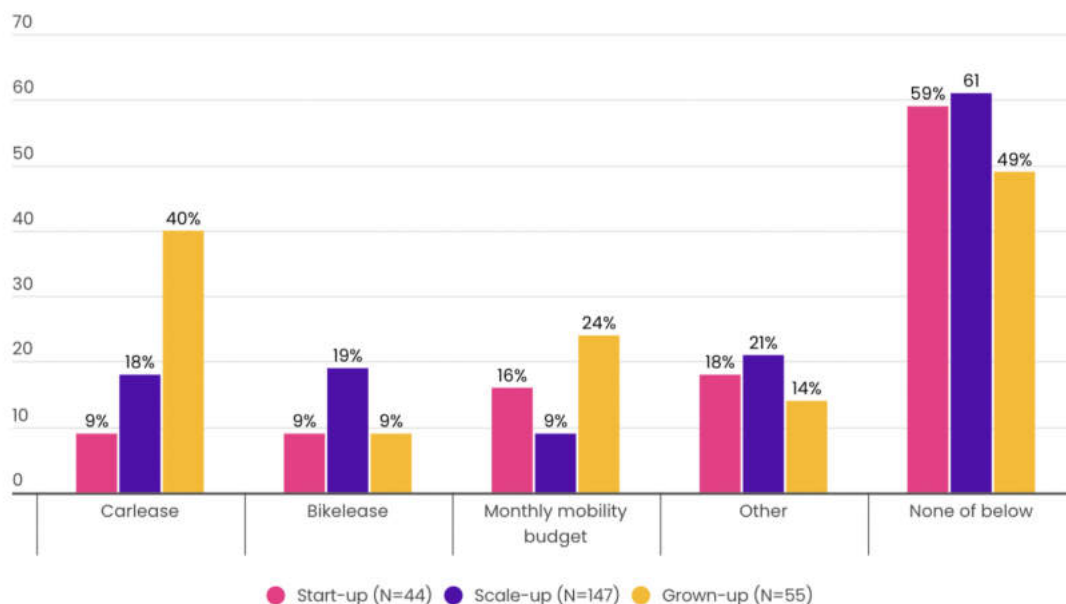
- Summer Fridays off
- Option to buy extra leave days
- Company-wide office closure weeks (around Christmas, for example)

# Mobility benefits

Mobility is another benefits category where there's still a lot of room for improvement: 57% of participating companies provide no additional mobility benefit whatsoever. It's the highest at Scale-ups, at 61%, but at Grown-up companies, it is also almost 50%.

When we look at the small selection that is provided, it's quite different between the different companies. Start-ups most often provide a monthly mobility budget. Just like with the wellbeing benefits, flexibility and a personal approach seem to work best. Scale-ups provide car and bike leases at about the same rate, just shy of 20%, and only a couple of companies provide a monthly mobility budget. At the Grown-up companies, car lease is the most often provided option, with 40%, although a monthly mobility budget is also often available, with 24% of the participating companies.

*Which of the following Mobility benefits do you offer?*



## Mobility benefits that stand out:

- **Yearly bike budget / subscription to Swapfiets**
- **Fully covered travel expenses, whatever the distance**
- **Almost all transportation options expensed via a single card**

# Benefit communication

The communication strategy for your benefits package can influence the transparency of your benefits offering. In turn, that can influence how often your employees use it, but also how it is rated.

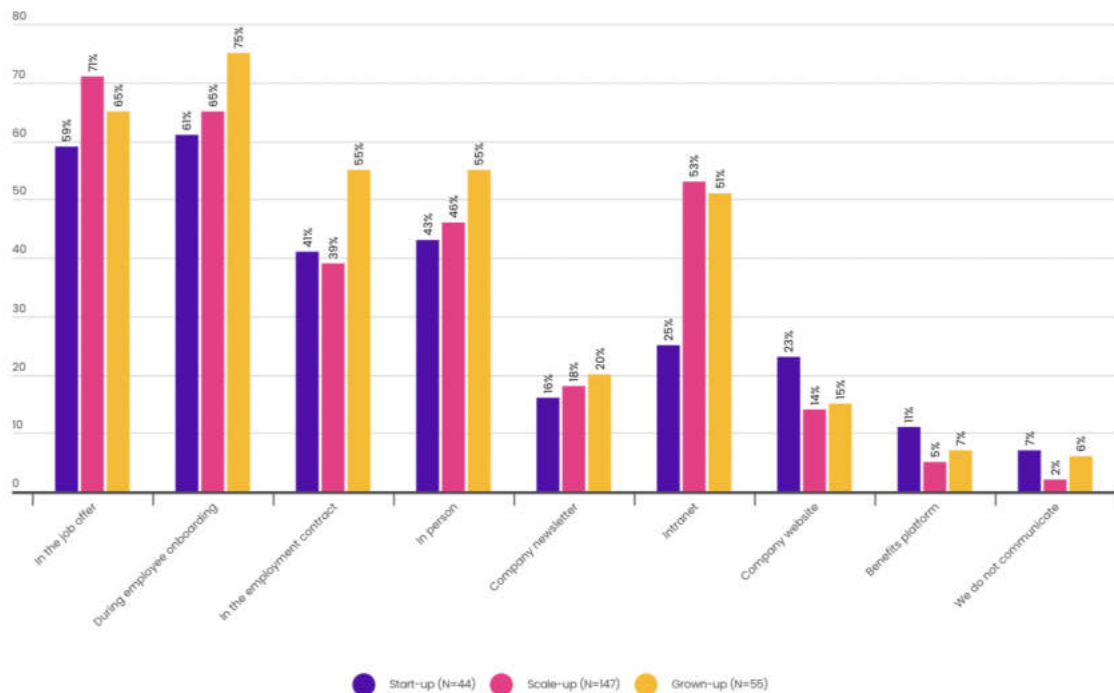
Most companies communicate their benefits before they employ their employees: benefits are mentioned in the job offer, during the employee onboarding, in the contract, or in person. The company newsletter, website, or benefits platform are often neglected – almost 80% of the time. On average, almost 4% don't communicate their benefits offering at all.

**Most companies don't have an easy-to-find overview of the benefits after the application process. It's a missed opportunity, considering the high investment in benefit programs.**

Making your benefits visible and easy to find can already improve how your benefits are rated by your employees. How can employees appreciate what they're offered, if it's hard to find – or not communicated at all?

Simply said, only communicating your benefits on vacancies only is not enough, but also not very effective for its rating or effect on employee retention.

*How do you currently communicate about your benefits offering to your team?*

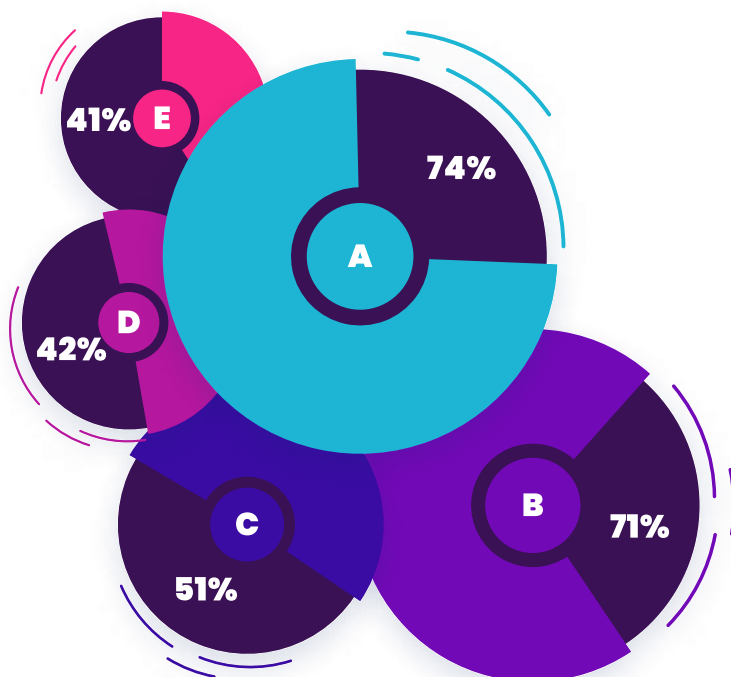


# Conclusions

This report you just read should give you a good overview of the different employee benefits that are nowadays implemented by different companies in the Netherlands. You should have a better idea of what other companies offer – companies that may be in the same growth phase as you. Those benefits can be very specific, like the ones we highlighted in the ‘benefits that stand out’, or can be what most companies offer on top of the required minimum.

If we look at our question for this report, **‘what is the best benefits package for the modern workplace?’**, it’s clear that providing benefits on top of the required minimum of each category already brings you well along the way. In addition, flexibility is very important, whether that’s via personal budgets or working remotely. Also, take into consideration that benefits packages are different for every company. It depends on the size, the culture, and the people working there. Listening to your employees’ needs can help you, and we also hope you have been inspired by the benefits offered at other companies.

Something that was unexpected but apparent from the data, is that a lot of benefits provided in the Netherlands are ultimately quite standard. They are often nothing out of the ordinary. What that shows us, is that there’s still plenty of work to do. In a number of categories the option ‘none of the below’ was actually selected the most often (including for mobility and wellbeing). This shows us that just providing more than the bare minimum can already set your company apart when it comes to your benefits offering.



## A Pension plan

Pension is still one of the most popular benefits, provided by **74%** of all companies. Scale-ups provide a pension plan more often than Start-ups.

## B Referrals

Referral rewards are also provided at **71%** of all companies.

## C Home office allowance

Home office allowance is offered at **51%** of the companies.

## D Work from home allowance

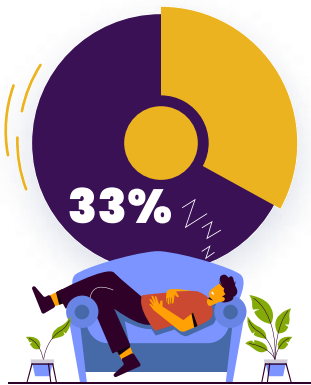
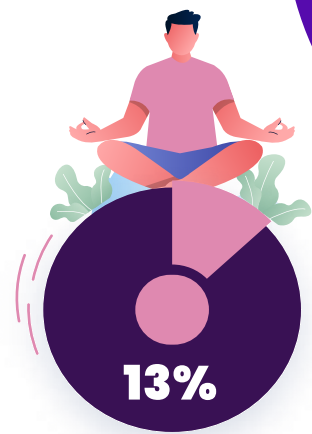
Work from home allowance is offered at **42%** of the companies.

## E Stock option plan

Employee stock option plans are offered at **41%** of all companies. Start-ups may find that almost half of their peers offer a plan of some sort.

## Wellbeing

For wellbeing benefits, there is still a lot of room for growth, both on the physical and mental side. About **13%** of the companies offer a flexible wellbeing budget and leave it up to their employees to choose what they need. Mental health platforms are offered most of the time.

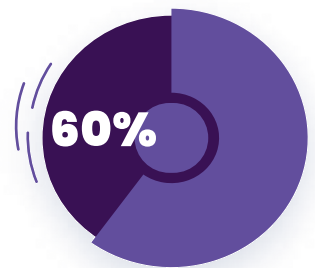


## Parental benefits

The Netherlands is far behind best practices when it comes to parental benefits. On a positive note, **33%** of the companies offer extra paid parental leave and paid leave for dads is also on the rise.

## Learning & Development

Annual learning is a benefit that stands out among Learning & Development. In addition, larger companies offer a company-wide learning platform more often. Almost **60%** of the companies offer an individual learning & development budget of €500 to €1500 per year.



## Working remotely

Now that working remotely & flexibly is nothing out of the ordinary, companies are actually quite generous in letting employees decide to work from home or the office, even full-time if employees would want that.

*How many days can people work remotely?*

**43,8%**

It's completely up to the employee, no rules around remote/office days

**16,9%**

At most 2 days a week

**20,2%**

At most 3 days a week

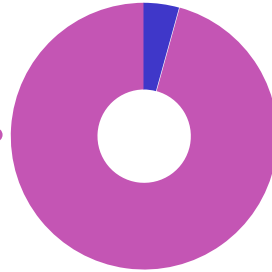
Still, companies that are 'remote-first' are still a minority, with Start-ups taking the lead.

*Fully remote companies are still in the minority,*



**95,7%**

of all companies still have an office



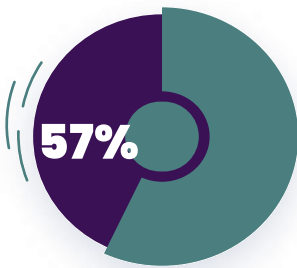
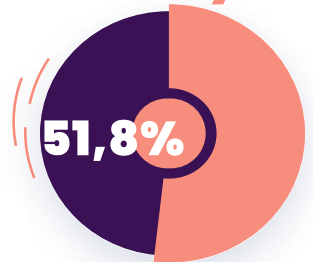
**4,3%**

of all companies are remote first

### Leave-related benefits

Leave-related benefits are also widely implemented, with **25 days** of paid leave being the golden standard. When it comes to additional leave-related benefits, in most cases, at 39.5%, no extra leave is offered at all.

**25 Days**



### Mobility benefits

Most companies, **57%**, don't offer any additional Mobility benefits, making this an easy category to offer stand-out benefits.



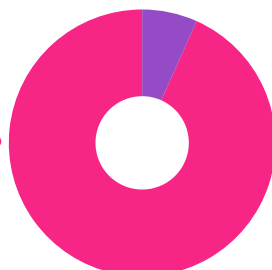
### Benefit communication

Benefit communication is often still neglected after the application process. Satisfaction of the current benefits could easily be improved by implementing a benefits platform, or using the company newsletter or website to communicate about the benefits package.

*How do you currently communicate about your benefits offering to your team?*

**93,3%**

of companies use another form of communicating their benefit offer



**6,7%**

of companies offer benefits with a benefits platform



# A future-proof package

## Standout benefits considered for 2023

We asked everyone what benefits they are considering for 2023. Below is a list of benefits that we thought stood out:

“Offering a 1 month working remotely in a country of choice, with ticket and Airbnb completely paid by the company.”

“A higher reimbursement amount for health insurance”

“Holiday swap”

“Healthcare allowance and unlimited leave”

“Flexible benefits budget”

“Flexible public and religious holidays”

“More extensive leave policies (including fully paid parental leave and flexible public holidays)”

“Extra leave days for volunteer activities”

“A working from anywhere policy”

“A workation”

“A higher reimbursement amount for health insurance”

“Every 2nd Friday is a day for yourself (so basically off), but you still receive full pay”

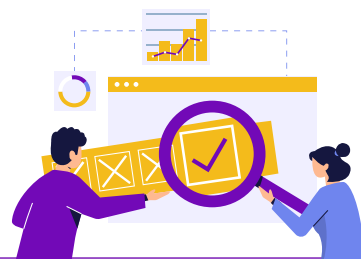
If there were any cool benefits or policies that you offer which were not mentioned in this survey, please let us know! You can send us an email via [benefitsreport@yourcamp.us](mailto:benefitsreport@yourcamp.us).

## Flexibility

The hybrid culture – whether companies choose to participate in it or not – still influences modern-day compensation. Start-ups already provide full flexibility in their leave days most of the time and are more often completely remote. For benefits, however, it's not yet clear whether there's a distinction between the different companies. At YourCampus, for example, the increased interest in flexible benefits is spread out among many different companies. Both small Start-ups and large corporations have adopted a flexible benefits package.



### The Benefit checklist



#### Evaluate your current offering:



Simply communicating your benefits in a clear way – somewhere else than the intranet – can also tremendously improve the appreciation of your benefits package



What benefits reflect your company best? Do you want to provide relaxation or fitness after work, or things people can do together during office hours?



Anything that's missing? That can be a single benefit, or a whole category



#### Set-up an additional package if necessary:



Do you want to offer a fixed package or go the flexible route?



What do your employees think? You can send out a survey to check what they want to receive



Have you thought of a personal benefits budget already?



#### Communicate your new benefits:



Organize a kickoff event or send out a mailing with all the new updates



Provide a central place where employees can find the benefits