GCC Allowances & Benefits Survey

Compensation in the Arabian Gulf countries (Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and the UAE) comprises many components in addition to basic salary. Cash allowances, such as housing or transportation can easily add up to 50% of the entire cash compensation package. In addition, benefits such as allowances to assist with children’s education and annual leave home airfares are often offered across these markets.

With the economy in the Gulf growing at a faster rate than that of many other global markets, the region is again experiencing a resurgence in attractiveness to both businesses and employees. The strong outlook has inevitably caused a rise in the cost of living fuelled by increases in rents and costs of education and healthcare.

For employers this means there is an increased pressure to strike the right balance between managing escalating workforce costs and keeping their company’s allowances and benefits competitive enough to remain an employer of choice.

“Aon Hewitt’s GCC Allowances and Benefits survey will provide the market insights you need to quickly assess your current offering in context of the current market practice”

Key benefits

- The survey will provide detailed information on the amounts of allowances & benefits offered in the region such as housing allowance, children’s education assistance, home leave tickets and more.
- The survey contains information from 105 organizations across the GCC.
- Data will be reported on four employee groups; executives, management, professional and support staff.
- The report package contains 7 individual reports, one for each GCC country and a data cut for Abu Dhabi vs. Dubai comparison.
- Survey has been conducted from January to March 2014.
Cost
The cost for the survey is **1,500 USD** and includes access to results for all GCC countries.

Survey scope
The survey includes detailed information on prevalence and amounts of the following allowances and benefits in the GCC region:

<table>
<thead>
<tr>
<th>Allowances</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Housing allowance</td>
<td>• End of service benefits</td>
</tr>
<tr>
<td>• Transportation allowance</td>
<td>• Life and accident assurance</td>
</tr>
<tr>
<td>• Furniture allowance</td>
<td>• Long term disability</td>
</tr>
<tr>
<td>• Relocation allowance</td>
<td>• Private medical benefits</td>
</tr>
<tr>
<td>• Children’s education assistance</td>
<td>• Loans</td>
</tr>
<tr>
<td>• Consolidated allowance</td>
<td>• Mobile phones</td>
</tr>
<tr>
<td></td>
<td>• Home leave benefit</td>
</tr>
<tr>
<td></td>
<td>• Annual leave entitlements</td>
</tr>
</tbody>
</table>
Sample report of GCC Allowances and Benefits Survey 2014

**Housing Allowance**

<table>
<thead>
<tr>
<th>Group</th>
<th>Executives</th>
<th>Management</th>
<th>Professional</th>
<th>Support Staff</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executives</td>
<td>12%</td>
<td>10%</td>
<td>8%</td>
<td>7%</td>
<td>47%</td>
</tr>
<tr>
<td>Management</td>
<td>6%</td>
<td>11%</td>
<td>8%</td>
<td>7%</td>
<td>44%</td>
</tr>
<tr>
<td>Professional</td>
<td>10%</td>
<td>8%</td>
<td>12%</td>
<td>8%</td>
<td>48%</td>
</tr>
<tr>
<td>Support Staff</td>
<td>10%</td>
<td>8%</td>
<td>8%</td>
<td>7%</td>
<td>43%</td>
</tr>
<tr>
<td>Total</td>
<td>47%</td>
<td>44%</td>
<td>48%</td>
<td>43%</td>
<td>183%</td>
</tr>
</tbody>
</table>

**Children Education Assistance**

<table>
<thead>
<tr>
<th>Group</th>
<th>Executives</th>
<th>Management</th>
<th>Professional</th>
<th>Support Staff</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executives</td>
<td>27%</td>
<td>40%</td>
<td>35%</td>
<td>42%</td>
<td>40%</td>
</tr>
<tr>
<td>Management</td>
<td>32%</td>
<td>37%</td>
<td>33%</td>
<td>38%</td>
<td>40%</td>
</tr>
<tr>
<td>Professional</td>
<td>28%</td>
<td>74%</td>
<td>12%</td>
<td>10%</td>
<td>40%</td>
</tr>
<tr>
<td>Support Staff</td>
<td>10%</td>
<td>0%</td>
<td>10%</td>
<td>10%</td>
<td>40%</td>
</tr>
<tr>
<td>Total</td>
<td>40%</td>
<td>40%</td>
<td>40%</td>
<td>40%</td>
<td>160%</td>
</tr>
</tbody>
</table>

**End of Service Benefits**

<table>
<thead>
<tr>
<th>Group</th>
<th>Executives</th>
<th>Management</th>
<th>Professional</th>
<th>Support Staff</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executives</td>
<td>2%</td>
<td>12%</td>
<td>9%</td>
<td>8%</td>
<td>21%</td>
</tr>
<tr>
<td>Management</td>
<td>4%</td>
<td>14%</td>
<td>8%</td>
<td>8%</td>
<td>24%</td>
</tr>
<tr>
<td>Professional</td>
<td>10%</td>
<td>12%</td>
<td>10%</td>
<td>8%</td>
<td>30%</td>
</tr>
<tr>
<td>Support Staff</td>
<td>10%</td>
<td>8%</td>
<td>10%</td>
<td>8%</td>
<td>30%</td>
</tr>
<tr>
<td>Total</td>
<td>21%</td>
<td>24%</td>
<td>30%</td>
<td>30%</td>
<td>95%</td>
</tr>
</tbody>
</table>

**Private Medical**

<table>
<thead>
<tr>
<th>Group</th>
<th>Executives</th>
<th>Management</th>
<th>Professional</th>
<th>Support Staff</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executives</td>
<td>38%</td>
<td>35%</td>
<td>33%</td>
<td>38%</td>
<td>35%</td>
</tr>
<tr>
<td>Management</td>
<td>32%</td>
<td>37%</td>
<td>33%</td>
<td>38%</td>
<td>37%</td>
</tr>
<tr>
<td>Professional</td>
<td>28%</td>
<td>74%</td>
<td>12%</td>
<td>10%</td>
<td>40%</td>
</tr>
<tr>
<td>Support Staff</td>
<td>10%</td>
<td>0%</td>
<td>10%</td>
<td>10%</td>
<td>40%</td>
</tr>
<tr>
<td>Total</td>
<td>35%</td>
<td>37%</td>
<td>30%</td>
<td>40%</td>
<td>90%</td>
</tr>
</tbody>
</table>
Participating organization

3M
Advanta Seeds JLT
Afton Chemical Ltd
Al Tayer Group
Almarai Company
Arab Satellite communications Organization
Aramex
Aramex International - KSA
Aramex Muscat LLC
Aspen Technology
Astra Food Co./ Branch Farms
AstraZeneca
Autodesk
Bentley Systems
BP
Cameron Al Rushaid Co. LTD.
CDM Smith Inc
Chemanol
Cisco Systems
Cleveland Clinic Abu Dhabi
Cummins Middle East Fze
Dar SSH International Engineering Consultants W.L.L
Dimension Data Middle East LLC
DORMA Gulf Door Controls Fze
Dragon Oil
Dulsco LLC
Emaar Hospitality Group
Emaar Lifestyle Dining
ESRI
FS
Four Seasons Hotels & Resorts
FRHI Hotels & Resorts
Georgetown University - Qatar
Getty Images
Halliburton
Hamad Medical Corporation
Hewlett-Packard
Hilti Emirates LLC
Hotel Missoni, Kuwait
Infosys
JDS Uniphase Corporation
Jumeirah Group
Kerzner International
King Abdullah University of Science and Technology
King Fahd University of Petroleum & Minerals
Kuwait Petroleum Corporation
Lamprell Energy Limited
Lockheed Martin
Ma’aden
MasterCard (Qatar)
MasterCard (Saudi Arabia)
MasterCard (UAE)
McDermott
Medtronic
Microsoft
Mobile Telecommunication Company (Zain Kuwait)
New York University Abu Dhabi
Nokia
Oman Environmental Services Holding Company
Open Text Corporation
ORYX GTL
OSN
Paris Sorbonne University Abu Dhabi
Park Inn By Radisson Hotel
Park Inn by Radisson Muscat
Port of Salalah
Presidential Flights
Qatargas Operating Co.Ltd
Radisson Blu Hotel and Park Inn Abu Dhabi
Yas Island
Participating organization

Radisson Blu Hotel Jeddah
Radisson Blu Hotel, Downtown Dubai
Radisson Blu Hotel, Dubai Deira Creek
Radisson Blu Hotel, Dubai Media City
Radisson Blu Hotel, Kuwait
Radisson Blu Hotel, Muscat
Radisson Blu Hotel, Riyadh
Radisson Blu Hotel, Yanbu KSA
Radisson Blu Resort Sharjah
Radisson Blu Resort, Fujairah
Radisson Royal Hotel Dubai
Roche Diagnostics Middle East FZCO
SAS Middle East FZE LLC
Saudi Bells Communications Co. W.L.L (Intigral)
Saudi Snacks Foods
Shelf Drilling
Sidra Medical & Research Center
Silatech
Sky News Arabia FZ LLC
Sofitel Abu Dhabi Corniche
Sofitel Al Khobar
Sofitel Dubai Jumeirah Beach
SPE Middle East DMCC
STC
Symantec Ltd
Technip
Thales
The Diplomat Radisson Blu Hotel, Residence & Spa
Thomson Reuters
Tourism Development & Investment Company
UAE Exchange Centre LLC
UASC
Waha Capital
Yahoo
Yokogawa Middle East & Africa B.S.C. ©
Zain Saudi Arabia
Zayed University

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