

# Drive your company car program to optimal performance across the globe

2017 Company Car Benefits Survey Report

*Managing a company car policy is a continuous challenge. The ultimate policy will ideally represent a win-win for the employer and employee alike, aligning cost efficiency, business needs and employee perception to name a few.*

## Policy review

Based on the responses from leading local and multinational organizations across 78 countries worldwide, our dedicated Company Car Benefits Survey Reports offer unrivaled data and best practices on establishing and administering an attractive car benefit policy. Our last research showed that on average 56% of organizations will review their policy in the next 12 months.

**78** Countries across Asia Pacific, Europe, Middle East and Africa, and Latin America

### Asia Pacific

▪ Australia ▪ China ▪ Hong Kong ▪ India ▪ Indonesia ▪ Japan ▪ Korea ▪ Malaysia ▪ Philippines ▪ Singapore ▪ Taiwan ▪ Thailand ▪ Vietnam

### Central and Eastern Europe

▪ Azerbaijan ▪ Belarus ▪ Bosnia-Herzegovina ▪ Bulgaria ▪ Croatia ▪ Czech Republic ▪ Estonia ▪ Georgia ▪ Hungary ▪ Kazakhstan ▪ Latvia ▪ Lithuania ▪ Macedonia ▪ Poland ▪ Romania ▪ Russia ▪ Serbia ▪ Slovakia ▪ Slovenia ▪ Turkey ▪ Ukraine

### Western Europe

▪ Austria ▪ Belgium ▪ Denmark ▪ Finland ▪ France ▪ Germany ▪ Greece ▪ Ireland ▪ Italy ▪ Luxembourg ▪ Netherlands ▪ Norway ▪ Portugal ▪ Spain ▪ Sweden ▪ Switzerland ▪ United Kingdom

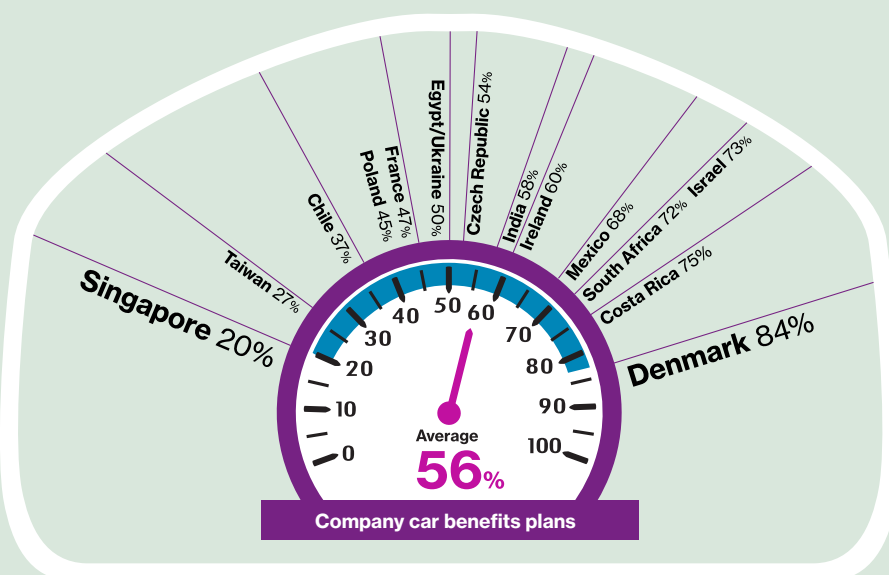
### Middle East and Africa

▪ Algeria ▪ Bahrain ▪ Egypt ▪ Israel ▪ Jordan ▪ Kenya ▪ Kuwait ▪ Lebanon ▪ Morocco ▪ Nigeria ▪ Oman ▪ Pakistan ▪ Qatar ▪ Saudi Arabia ▪ South Africa ▪ Tunisia ▪ United Arab Emirates

### Latin America

▪ Argentina ▪ Brazil ▪ Chile ▪ Colombia ▪ Costa Rica ▪ Mexico ▪ Panama ▪ Peru ▪ Puerto Rico ▪ Venezuela

Survey reports are subject to data availability. **Participation is not required to purchase results.**



## Sample reports:

### Company Car Benefits Survey Report

#### Employee categories eligible for a company car or car allowance

	Non-sales employee categories				Sales employee categories	
	Business Unit Head and Country Manager	Executive	Middle Manager and Senior Professional	Supervisory and Professional	Sales Manager	Sales Professional
Number of responses	121	124	155	113	120	129
Eligible for company car ONLY - no option to take cash instead of a car	73.6%	71.8%	72.3%	51.3%	79.2%	73.6%
Eligible for car allowance ONLY - no option to take a car	1.7%	1.6%	1.9%	3.5%	1.7%	1.6%
Eligible to choose between a company car and a car allowance	24.0%	25.0%	19.4%	15.0%	17.5%	11.6%
Not eligible for a company car benefit	0.8%	1.6%	6.5%	30.1%	1.7%	13.2%

#### CSD000 Direct Sales Generalist/Multidiscipline

CSD000-S3-11 Organizations: 117 | Incumbents: 1514

Valued benefits	# Orgs	#Cases	Avg	10th	25th	Median	75th	90th
Car benefits - car allowance	31	189	6 090	4 100	4 800	6 000	7 560	7 560
Car benefits - car purchase cost	36	574	28 964	21 565	24 379	28 873	33 354	36 498
Car benefits - monthly leasing cost	27	439	508	321	401	493	603	696

#### Prevalence data

Car benefits - type	Car benefits - eligibility criteria
45.6% Company car	30.3% Nature of job/job requirements
6.3% Car allowance	5.0% Job status
11.8% Choice - car or allowance	64.7% No response/policy
30.4% No benefit	
5.8% Not responding	
Car benefits - type of car lease	Car prevalence - top 3 make/model
17.6% Contract hire/operating lease WITH maintenance	Audi A4 Most frequent
0.8% Contract hire/operating lease WITHOUT maintenance	Audi A3 Second most frequent
0.7% Finance lease	BMW 320 Third most frequent
80.9% No response/policy	

Data displayed is for illustrative purposes only. Report formats and pay elements may vary by survey and country to reflect unique local practices.

## Our surveys capture\*

The Company Car Benefits Survey Report cover positions that are common to all industries, as well as key positions that are specific to the following sectors: Energy and Natural Resources, Financial Services, High Tech, Media, Pharmaceutical and Health Sciences, and Retail.

## Car benefits policies and practices

- Eligibility for company car or car allowances
- Type of car (financing method, car make and model, maximum cost)
- Personal use of company cars
- Replacement period
- Employee options to purchase company car
- Car purchase bonus (in lieu of a company car) (Latin America)
- Company-financed employee private car purchase
- Use of employee personal cars for business
- Decision-making
- Policy review
- Part-time jobs eligible for car benefit
- Trade-up/trade-down of car benefit
- Car accessories and other features (options, prohibited vehicles)
- Fuel
- Tires
- Other running costs (car wash, road assistance, maintenance and repair)
- Chauffeur
- Promotions/changes of position
- Accidents/damages/penalties
- Insurance (Mexico)
- Second car (Latin America)
- Security items (Mexico)
- Car allowances (in lieu of a company car)
- Car/cash alternatives
- Miscellaneous (garage/parking, congestion charges, high-way toll charges)
- Expatriates (Latin America)
- Motorcycles
- Green initiatives (carbon dioxide ceilings, policy changes)
- Tax treatment highlights

## Car benefits by position

(Career Bands/Levels and Global Grades grouped by job Functions and Disciplines)

- Car benefit type
- Car eligibility criteria (job requirement/job status)
- Top 3 makes/models/engine size
- Car purchase cost
- Contract hire/operating lease
- Finance lease
- Car allowance
- Car purchase bonus (in lieu of a company car) (Latin America)

\*May vary by region.

## Willis Towers Watson Data Services

Willis Towers Watson Data Services is a leading provider of compensation, benefits and employment practices information to the global employer community. Our databases are recognized worldwide as a premier source of current data for compensation planning.

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## About Willis Towers Watson

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