

Location	Car park	13th month payment	Vacation payment	Medical allowance/insurance	Food allowance	Housing/transport benefit	Flight allowance	Superannuation/social security	Phone benefit
Bangkok	Y	Y		Y				Y	
Berlin				Y					
China		Y		Y					
Ho Chi Minh City	Y	Y		Y					
India				Y				Y	
Jakarta		Y		Y				Y	
Kuala Lumpur									
Riyadh	Y			Y		Y	Y		Y
Santiago				Y	Y	Y			
Sao Paulo		Y	Y					Y	
Seoul				Y				Y	
Singapore				Y				Y	
Tokyo				Y				Y	
Washington DC				Y					

Some benefits are included in the package negotiated, whereas others are required under local labour law.

Car park

Car parking provided by the employer.

13th month payment

In some international locations, the annual gross salary is divided into 13 payments. 12 payments are made on a monthly basis and the 13th month payment is normally provided either in December or June (before summer vacation period in northern hemisphere).

Vacation payment

In some international locations, employers are required to make an additional payment to employees just before summer vacation period. In some cases it may be a full month payment (see 13th month payment) or a percentage of the regular monthly payment.

Medical allowance/insurance

In some international locations a medical allowance is provided to supplement any medical insurance that might be provided for situations that are not covered by the medical insurance. Employer sponsored insurance schemes may also be provided.

Food allowance

Provided at some international locations as it provides a tax advantage to employees.

Housing/transport allowance

Required under Saudi labour law.

Flight allowance

To enable travel home every two years.

Superannuation/social security

Compulsory superannuation or pension schemes.

Phone benefit