

Global Data Service

HighRoads Global Data Service, a component of HighRoads' HR Control suite of services for benefits supply chain management, helps international corporations gain greater visibility into how their current global benefits plans compare to local statutory and market practices on a country-by-country basis.

Netherlands Statutory & Market Practices				
Benefit Set	Plan Provision	Standard with Change	Market practice Plan Provision	Comments
Country	Netherlands	Statutory of Regulatory Plan Provisions	Market practice Plan Provisions	
Region	EMEA			
Employment Coverage Type of Person Plan All Employees	Pension Contributions	Two types of pension systems are used in the Netherlands: - defined benefits - defined contributions Although there is no obligation for employers to offer pensions to employees, the vast majority of those employed in the Netherlands (over 90%) are in occupational pension schemes. Some employers offer obligatory and/or voluntary plans. Other employers offer not to have own pension funds or arrange a 3rd party pension account.	Defined benefit schemes are more common than defined contribution schemes. However, there is a tendency to change towards the more pay related, defined contribution, work related pension schemes, for other reasons than the defined contribution system.	
Personnel Services	All roles	All roles		Though employees are entitled to four months of maternity leave, there is no legal requirement for firms to fund during this period, however many make use of large employers with the employee during this period.
Benefit Group: Country of different grade employees have different level of benefits.	Same level of benefits for all grades of employees	No obligation to secure a pension plan	Defined contribution is a standard pension option and becoming more common practice	Some relevant pension schemes to all Dutch citizens and those who are subject to Dutch pension laws.

Companies struggling to acquire detailed, factual information will greatly benefit from the granular and actionable information derived from this centralized solution. Through an automated best practice approach global benefits plans are collected and managed in a secure environment and can be leveraged to:

- Compare and contrast HR programs offered across multiple countries or regions
- Consolidate information to analyze strategic initiatives and new programs
- Generate on-demand reports by region and/or HR program
- Compare existing programs with market practice and statutory requirements in each country

HighRoads Global Data Service is a seamless collaboration across internal human resources teams spanning geographic boundaries and external parties such as local and international consultants, without sacrificing the security or data integrity.

Kraft Foods, named winner of Benefit & Compensation Superstar after using HighRoads Global Data Service.