

case study

BESPOKE SURVEY

INTERNATIONAL LAW FIRM

An international law firm approached Emolument to ensure that their benefits packages were as relevant and attractive as possible to professionals based in Luxembourg, where the company was setting up a new office.

Emolument was able to create a bespoke short survey, based on a specific set of criteria given by the law firm, which was then distributed to the list of existing Luxembourg- based legal professionals as well as advertised to new users.

Within two weeks, Emolument had captured and collated the relevant data for the firm.

Findings

In Luxembourg, legal professionals working in law firms can expect much higher remuneration and bonuses than their counterparts working 'in-house' – a trend that becomes more pronounced as employees increase in seniority.

Emolument's research showed that a company's contribution to pension scheme was seen by employees to be by far the most attractive benefit.

The company car benefit was considered to be least attractive by most employees, save for those at the most senior levels who considered expense allowances to be less valuable.

In Luxembourg, unlike many other territories, legal professionals receive – and expect to receive – bonuses from the very start of their careers. However, these bonuses never account for more than 20% of total compensation, even at the most senior levels.

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Results by benefit:

Benefit	Essential	Very important	Important	Not essential	Not needed
Company car	9%	20%	26%	37%	8%
Company paid health insurance	31%	17%	35%	11%	6%
Employer contribution to pension	46%	26%	25%	3%	0%
Expense allowance	11%	34%	18%	26%	11%
Work from home arrangement	8%	25%	36%	31%	0%

Benefit ranking:

Rank	Benefit	Points
1	Employer contribution to pension	145
2	Company paid health insurance	125
3	Work from home arrangement	112
4	Expense allowance	108
5	Company car	99

- Company contribution to pension is by far the most attractive benefit.
- Company car is the least popular one.
- Experience, income and company size do not impact these perceptions.