



Holiday Celebration Survey

WCBC Western Compensation
& Benefits Consultants

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Canadian employers are in a festive mood this holiday season!

Six out of 10 Canadian employers begin planning for holiday celebrations including parties, time off, gifts, and holiday bonuses within 6 months of the holiday season. They are throwing a party and providing employees with time off that goes above and beyond the required statutory holidays. They are also feeling charitable as many organizations are making donations to various charities or causes.

Each year, there are questions around what other employers are doing for their employees over the holiday season. As in other aspects of total rewards, employers want to remain competitive. In November 2017, Western Compensation & Benefits Consultants (“WCBC”) surveyed 141 Canadian employers on how they are celebrating the holidays with their employees.



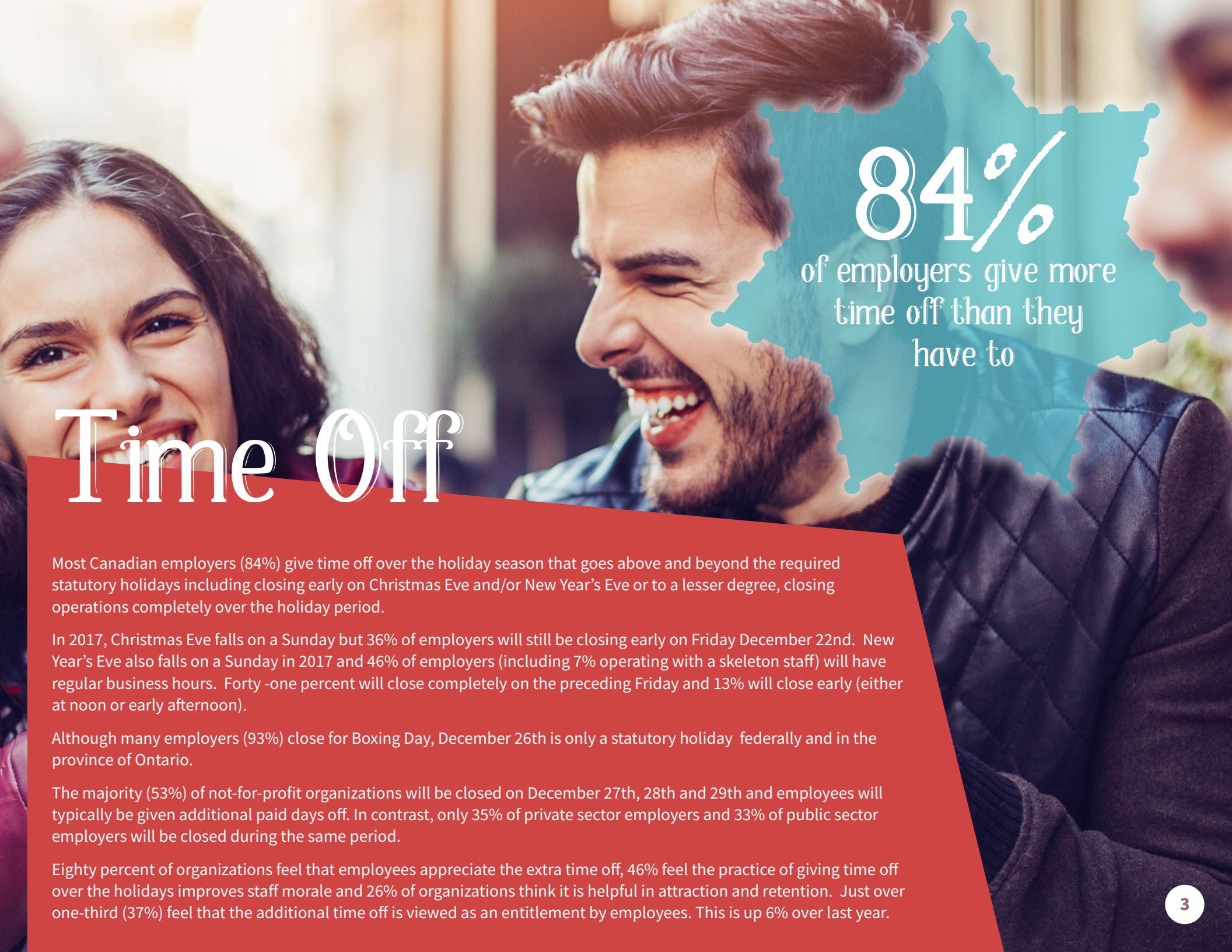
99%
of employers feel
the Holiday Party is
appreciated by staff

The Holiday Party

Most Canadian employers (95%) celebrate the holiday season with their employees by having a holiday party. The typical organization pays 100% of the costs for staff and a guest to attend a dinner that includes door prizes/raffles, dancing and entertainment. The parties typically include alcohol and a taxi ride home. Eighty-six percent of private sector companies, 78% of not-for-profit organization and 69% of public sector employers are picking up the tab.

Organizations spend between \$50 to \$100 per person on food, drink, transportation, rental of the facility, etc.

Canadian employers feel that the expenditure on the holiday party is worth it. Ninety-nine percent of organizations feel that the event is appreciated by staff and 74% find it a tool for improving staff morale. To a much lesser degree 24% of organizations even feel the holiday party is helpful in attracting and retaining staff. Twenty-five percent felt that while employee appreciate the holiday party it is viewed as an entitlement.



84%

of employers give more
time off than they
have to

Time Off

Most Canadian employers (84%) give time off over the holiday season that goes above and beyond the required statutory holidays including closing early on Christmas Eve and/or New Year's Eve or to a lesser degree, closing operations completely over the holiday period.

In 2017, Christmas Eve falls on a Sunday but 36% of employers will still be closing early on Friday December 22nd. New Year's Eve also falls on a Sunday in 2017 and 46% of employers (including 7% operating with a skeleton staff) will have regular business hours. Forty-one percent will close completely on the preceding Friday and 13% will close early (either at noon or early afternoon).

Although many employers (93%) close for Boxing Day, December 26th is only a statutory holiday federally and in the province of Ontario.

The majority (53%) of not-for-profit organizations will be closed on December 27th, 28th and 29th and employees will typically be given additional paid days off. In contrast, only 35% of private sector employers and 33% of public sector employers will be closed during the same period.

Eighty percent of organizations feel that employees appreciate the extra time off, 46% feel the practice of giving time off over the holidays improves staff morale and 26% of organizations think it is helpful in attraction and retention. Just over one-third (37%) feel that the additional time off is viewed as an entitlement by employees. This is up 6% over last year.



44%

of employers give
a gift to their
employees

Holiday Gifts

Less than half of organizations show appreciation to employees by giving a gift at holiday time. Of the 44% of organizations giving gifts, gift certificates are popular as are corporate logo items, candies, chocolates and electronic items. The value of the gift tends to be under \$50 while there are a handful of employers (6%) who are giving gifts more than \$200 per employee.

Eighty-nine percent of organizations feel that employees appreciate the gesture, 46% feel it improves staff morale and 11% think it is helpful in attraction and retention. Seventeen percent of organizations feel that employees view the holiday gift as an entitlement.

Charitable Giving

Eighty-eight percent of organizations participate in charitable events over the holidays. Activities cover a wide range of charities and causes but collecting donations for local food banks is the most common charitable activity with just under three-quarters of organizations doing so. Other popular charitable activities include making cash donations on behalf of the company, sponsoring a family or similar type of program and collecting donations for the toy bank.

Organizations often support the same cause every year and employers routinely involve employees in selecting which cause or causes are to be supported.

88%

of organizations
participate in
charitable events

Holiday Bonus

Twenty-three percent of not-for-profit employers regularly give employees a cash bonus at holiday time while only 12% of private sector companies pay a “Christmas” bonus to their staff. No public-sector employers reported regularly giving employees a holiday bonus. Of those giving, the bonus is typically between \$100 and \$300.

Not surprisingly, the majority (77%) of employers which provide cash bonuses feel that employees appreciate the extra cash at holiday time and 45% feel it improves staff morale. To a much lesser degree 16% feel it is helpful in their attraction and retention endeavours. Twenty-three percent of companies felt that the practice of giving holiday cash bonuses was viewed, by employees, as an entitlement.

77%

of employers feel their employees appreciate extra cash during the Holidays