



The Power of Perks in the Modern Workplace

A report on the trends and insights behind workplace benefits



A comprehensive look at modern workplace benefits

A message from Matt Ephgrave,
Managing Director of Just Eat for Business

When I think about what truly makes a workplace thrive, benefits and perks are at the top of the list. They're more than just a nice-to-have, they're a reflection of how much a company values its people. A great benefits package shows that an employer cares not just about the work employees produce, but also about their overall well-being, personal growth and satisfaction.

At Just Eat for Business, we've taken the time to really understand what matters most to employees and employers alike. We asked both groups about the benefits they receive and offer, what they value the most and how these perks influence company attractiveness, employee retention and workplace perceptions.

What we have found is clear - when businesses offer thoughtful, generous benefits, it builds a stronger connection between employees and their workplace. It boosts morale, increases retention and makes a company stand out in a competitive market. Take food perks for example - we've seen that companies with a food offering are especially attractive to job seekers in the current market, as the benefit is considered highly valuable in today's workplace landscape.

Benefits aren't just about compensation; they're about meeting a full range of employee's needs - financial, physical, emotional and mental. When these needs are met, employees feel valued, and that satisfaction translates into a more positive, engaged workforce.

I hope the insights we've collected in this report inspire you to create a workplace where everyone feels valued and foster an office culture that keeps teams happy and thriving.

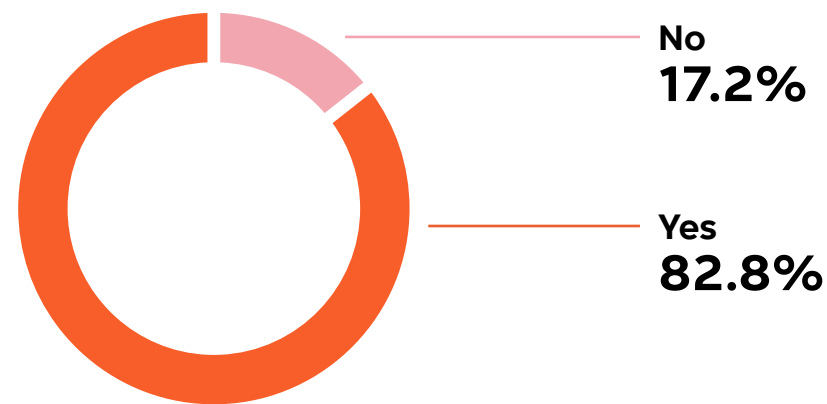


Beyond the Paycheck

Workplace perks and how they're received

Employee

Do you receive workplace benefits and/or perks?



Employer

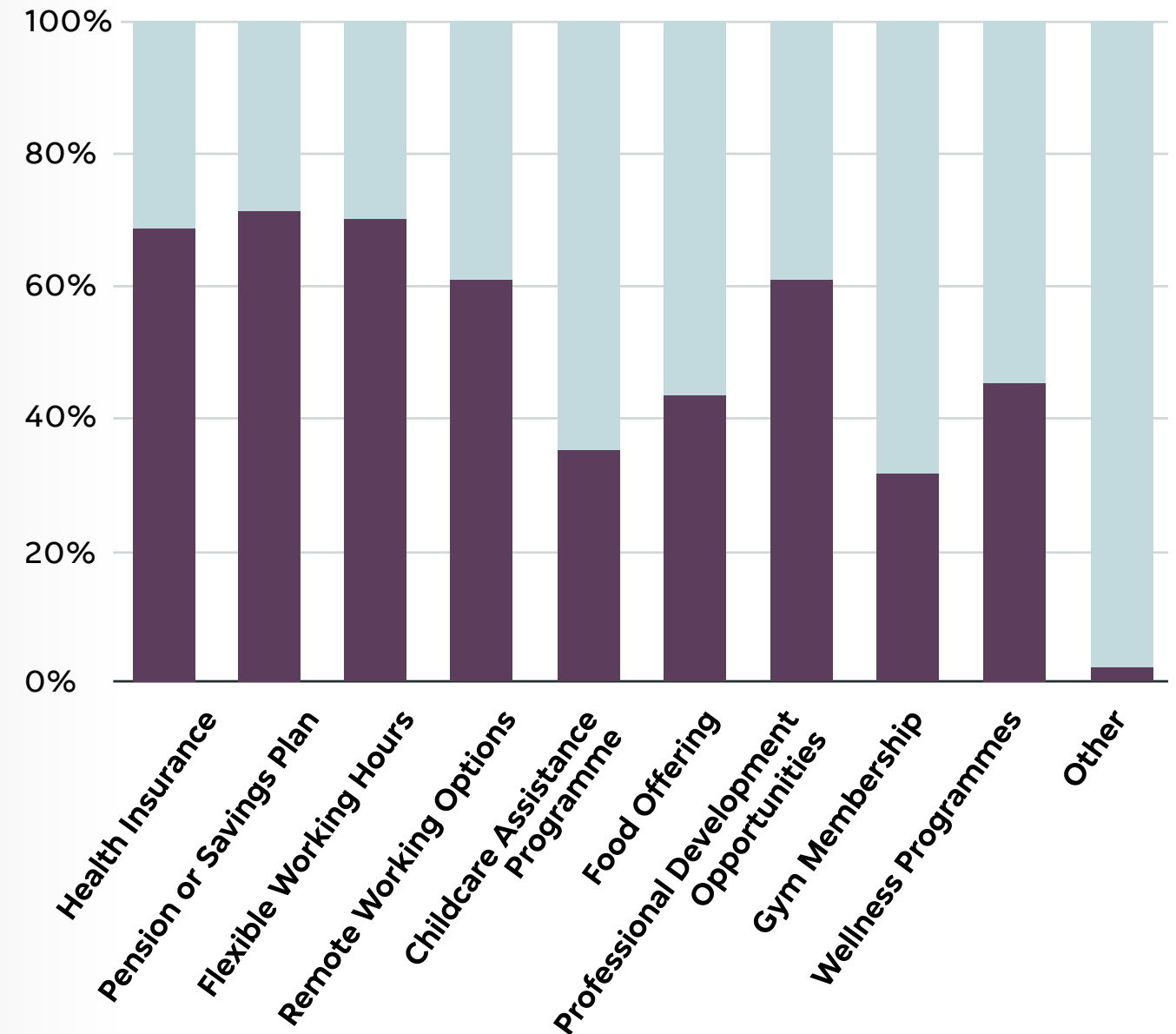
Do you offer workplace benefits and/or perks?



The majority of organisations offer workplace perks to their employees. However, we see a disparity between employers and their employees in terms of agreeing whether perks are made available. Educating employees on packages and perks on offer could help minimise misunderstanding and close the gap.

Employer

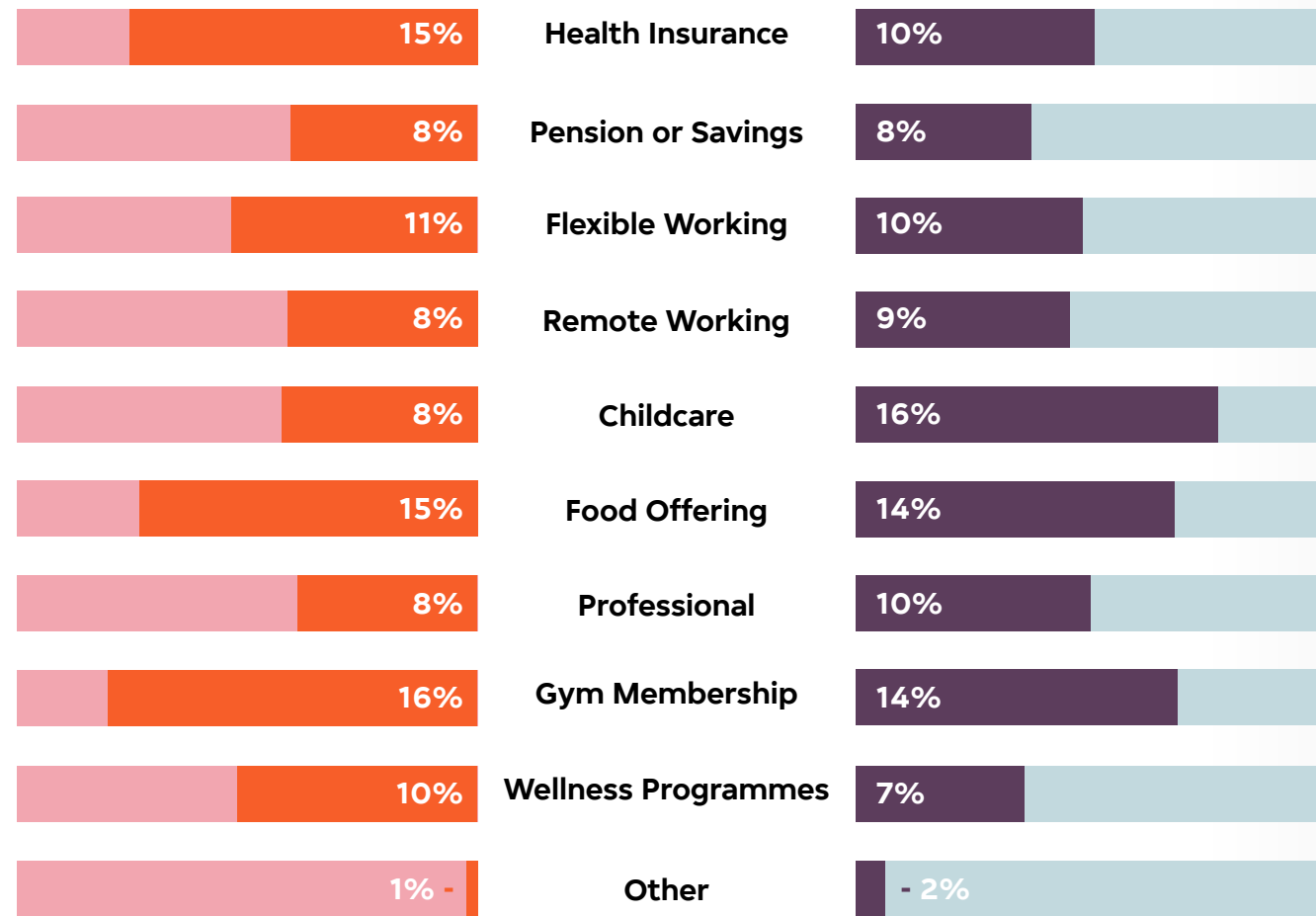
Which workplace benefits do you currently offer employees?



Pension contributions and health insurance remain the most common benefits provided by businesses. However, in the post-pandemic world, flexible working is now considered the most ubiquitous of all benefits. This demonstrates employers willingness to embrace hybrid and flexible working as a mainstay for today's modern workforce.

Employee

Which benefit would you like to receive (that you don't already)?



Employees and their employers alike are aligned on the top additional benefits they would both like to see incorporated into perks packages.

The top three benefits employees wished their organisations offer are:

- Health Insurance
- Gym Membership
- Subsidised Food Offering

The top three benefits organisations want to offer their employees are:

- Childcare Assistance
- Gym Membership
- Subsidised Food Offering

Employer

Which benefit would you like to offer (that you don't already)?

93%

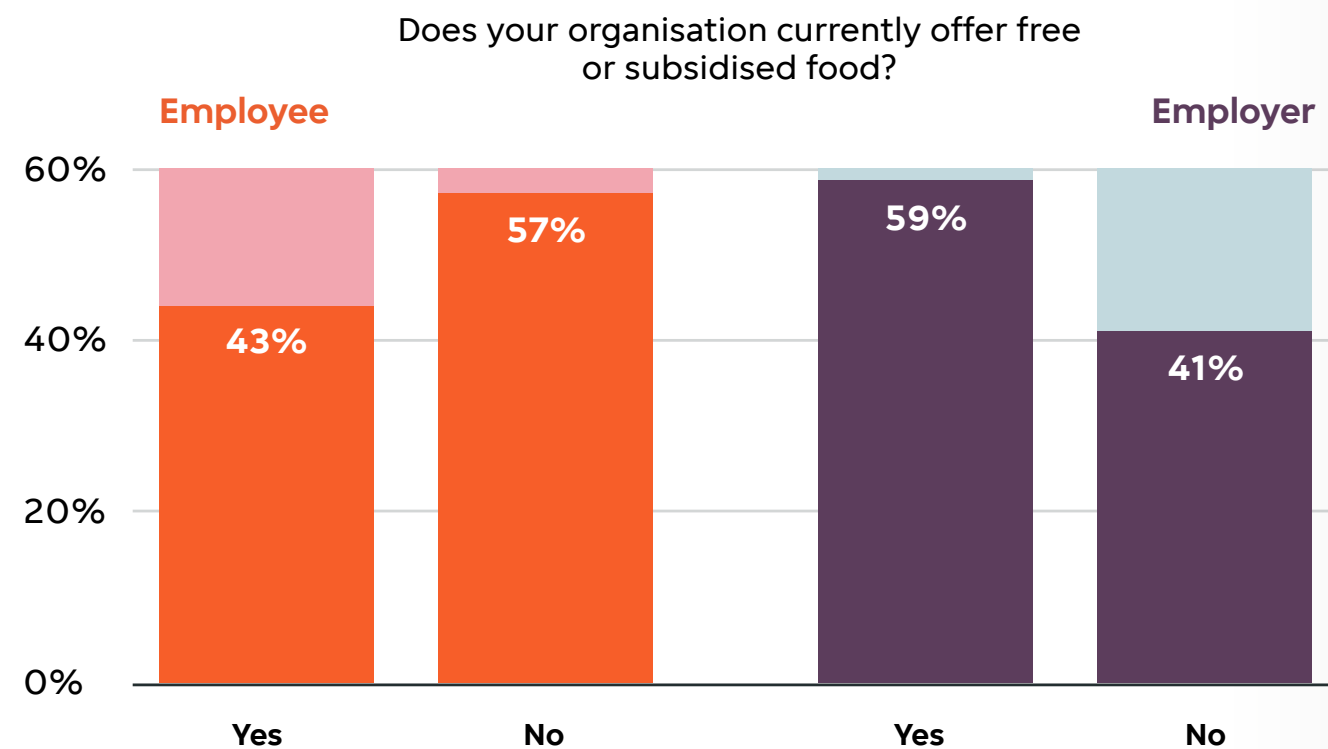
of employers have seen a positive impact in team morale, as a result of offering subsidised food. Offering subsidised food as a workplace perk has a powerful impact on team morale, job satisfaction and social dynamics in the office. The 93% of employers who reported an increase in team morale, when subsidised food is available, indicates the connection between such perks and a positive workplace atmosphere.

92%

of office workers believe subsidised food is important for their job satisfaction. With an overwhelming majority of office workers highlighting the importance of subsidised food for their job satisfaction, it can be inferred that this benefit helps foster a more connected workplace.

Appetite for Engagement

How subsidised food shapes workplace

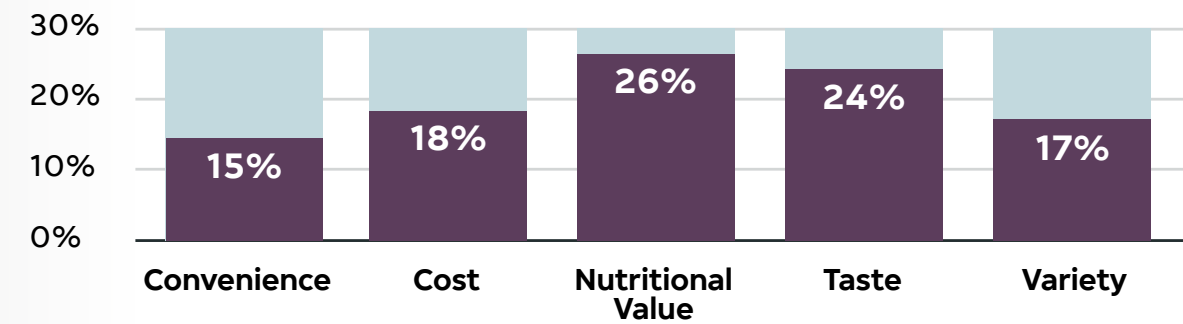


3 in 4 employees would endorse their company, based on the food benefit they currently receive.

We see a disparity between employers and their employees when it comes to understanding subsidised food offerings. As with overall workplace perks, employers may be missing the opportunity to sufficiently educate their employees on what's available as part of their food benefit and how to access it.

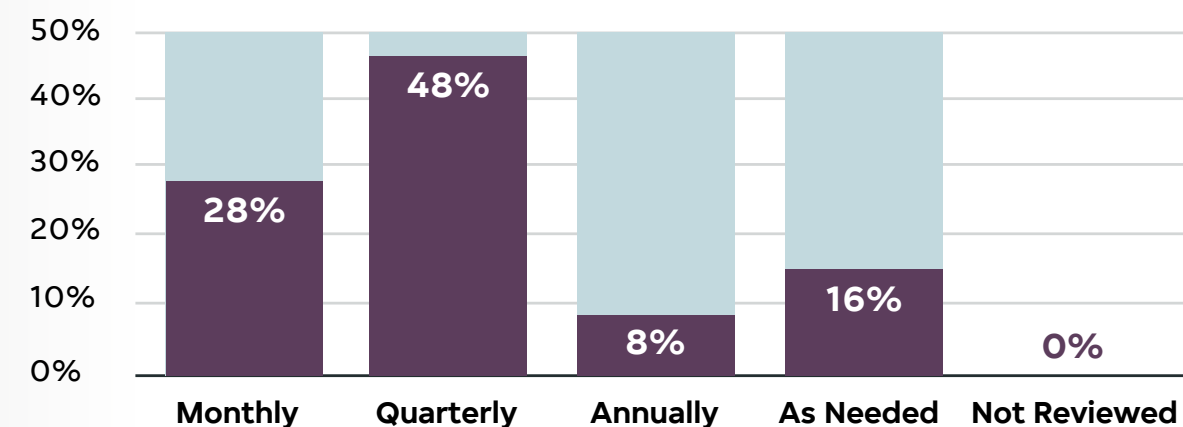
Employer

What criteria do you use to determine the quality of food provided to employees?



Employer

How frequently do you review and update the food offerings provided to your employees?

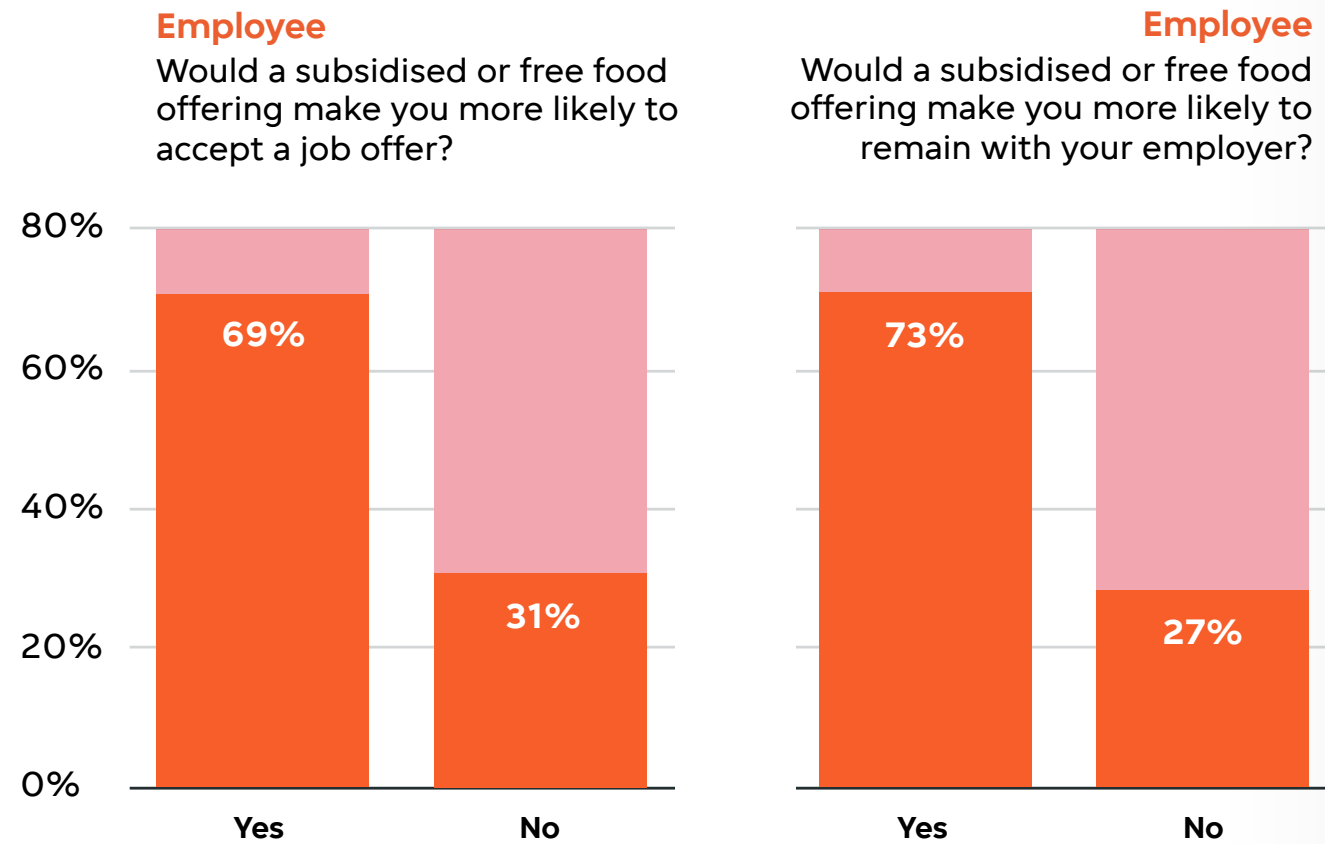


90% of office workers view their employer's commitment to wellness positively, when high-quality food offerings are made available.

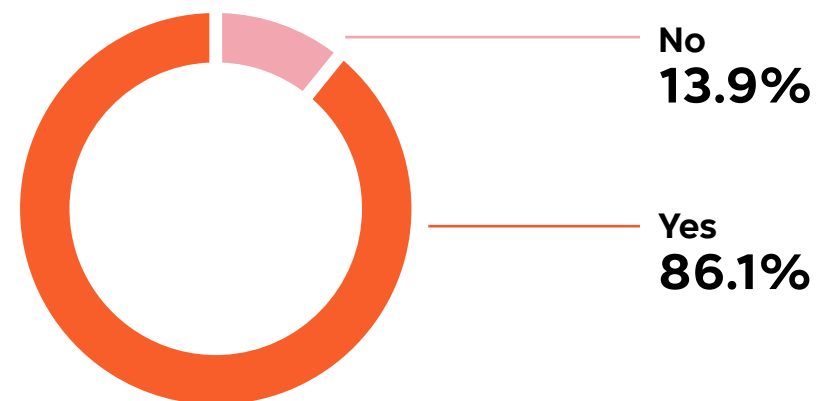
Employers who offer a subsidised food perk are invested in the quality of this offering. Focusing on the health and nutritional value, alongside taste, has a positive impact on their employees' morale and job satisfaction.

Attract, Engage, Retain

The power of food perks

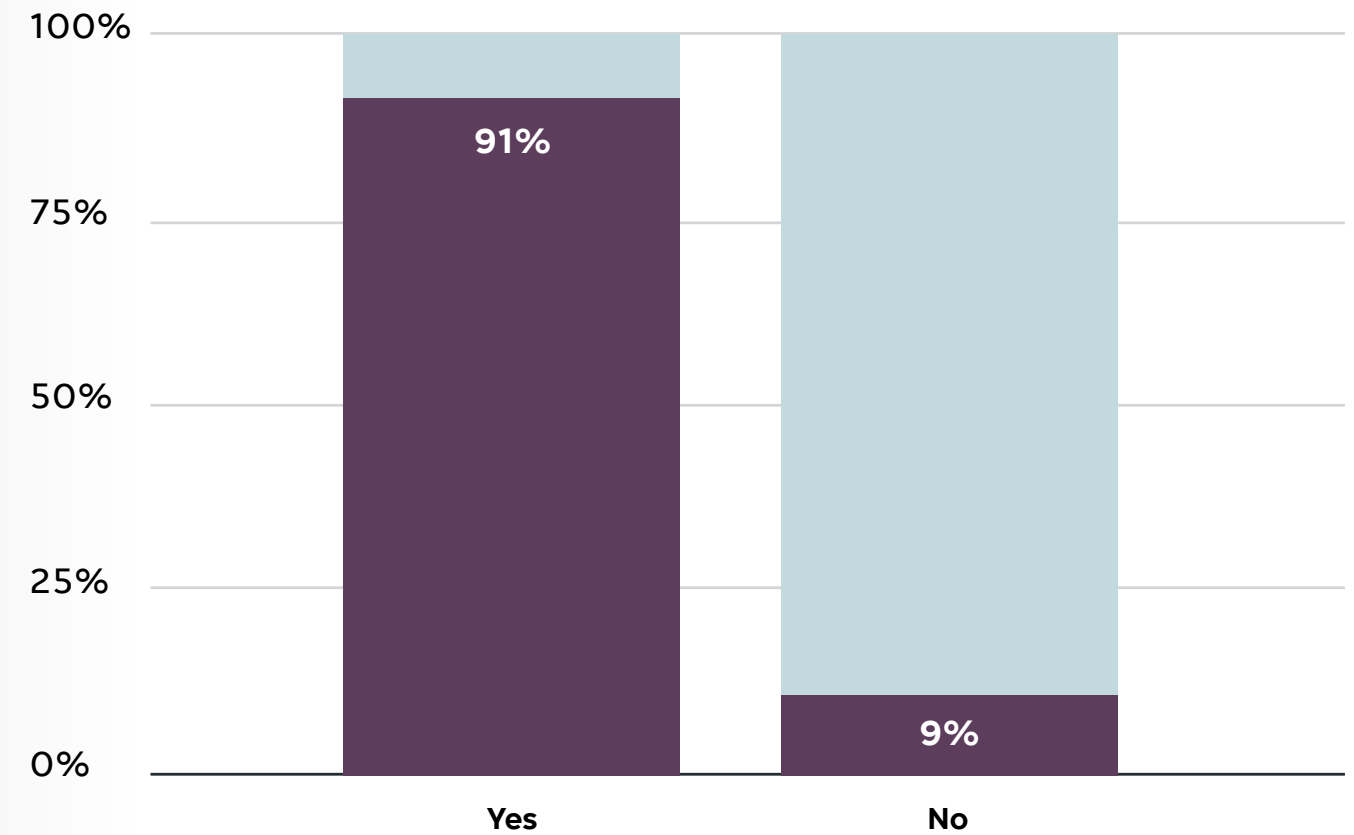


Employee
If your organisation stopped offering free/subsidised food, would it impact your decision to stay with or leave the company?



Employer

Do you think free/subsidised food offerings give your company a competitive edge when it comes to recruiting and retaining talent?



91% of Employers recognise the power of offering a subsidised food perk when attracting top talent to their organisation.

Subsidised food offerings can have a positive impact on employee retention. Employers unanimously agree that employee retention is key to their organisation and here we see the positive impact subsidised food offerings can have on retention.

Conclusion

Summary and key takeaways

It's clear that workplace benefits are more than just perks - they are a crucial part of what makes employees feel valued and connected to their company. Our survey results highlight several important trends in the modern workplace:

Alignment on benefits

Both employees and employers continue to value traditional benefits like pension contributions and health insurance. There's also a growing demand for wellness perks, with employees increasingly seeking benefits that support work-life balance and well-being.

Education and awareness

A notable gap exists between the benefits employers offer and employees' awareness of them. Bridging this gap through better communication and education could ensure employees are better equipped to maximise the perks available to them.

Food as a key perk

Subsidised food offerings stand out as a powerful tool for both attracting and retaining talent. Employees overwhelmingly endorse their companies based on food perks, and employers report positive impacts on team morale as a result of offering them.

Future trends

Employees and employers are aligned in wanting to expand benefits packages, with subsidised gym memberships, professional development opportunities and subsidised food topping the list of most desired perks. This shows a mutual understanding of the evolving needs of today's workforce.

Workplace benefits have become essential in shaping not only how companies attract talent but also how they engage and retain their employees. As employers continue to adapt; thoughtful, generous benefits will remain at the core of building strong, satisfied and loyal teams.

Just Eat for Business

About us

Just Eat for Business is the UK's leading office food delivery marketplace and part of Just Eat Takeaway.com, the largest food delivery company globally.

As corporate specialists, Just Eat for Business makes it easy for companies to order great food for any occasion, at home or in the office, feeding 30,000 people at over 600 companies every week. From meetings and events, to subsidised breakfasts and lunches, they have the solutions to meet new hybrid requirements in our post-COVID world.

Just Eat for Business are STS accredited and all our partners have an FSA hygiene rating of 3* or higher. Having recently received Silver rating in our Ecovadis sustainability assessment, they are hugely passionate about providing for a sustainable future.

