

# Inside Look: Incentives Around the World, 2024

Incentives Around the World released on  
February 14, 2024!



While preparing the data, we found some interesting insights that we couldn't wait to share with you. Check out this sneak peek into the full release!

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## The Middle East has the lowest eligibility for short-term incentives (STIs) at the executive and management levels.

Executive and management level employees are typically eligible to receive STIs and often receive much higher payouts than other colleagues due to their increased responsibilities and impact on company performance. However, in Saudi Arabia and Jordan, only 28% and 35% of executives are eligible for STIs, respectively. Out of those eligible, only 49% in Saudi Arabia and 43% in Jordan received a payout in 2023.



## Target STIs for managers, professionals and para professionals are highest in Asia Pacific.

The regional average target STI for managers in Asia Pacific is 17% of base salary, compared to 15% of base salary in other regions. This is only a small difference, but the gap is higher for other employee levels. For professional senior level employees, the average target STI is 15% of base salary in Asia Pacific, 10% in the Americas, and 11% in Europe, Middle East and Africa. The average target STI for para professionals in Asia Pacific is 14% of base salary, but only 8% in the Americas and 9% in Europe, Middle East and Africa.



## STIs account for a greater portion of total pay mix in the energy industry versus the manufacturing industry in both Canada and the United States.

In Canada, STIs account for 33% of the annual total cash pay mix for executives in the energy industry, compared to 11% in the manufacturing industry. A similar trend can be observed in the United States, where STIs account for 28% of total cash pay mix in the energy industry and 17% in the manufacturing industry.