

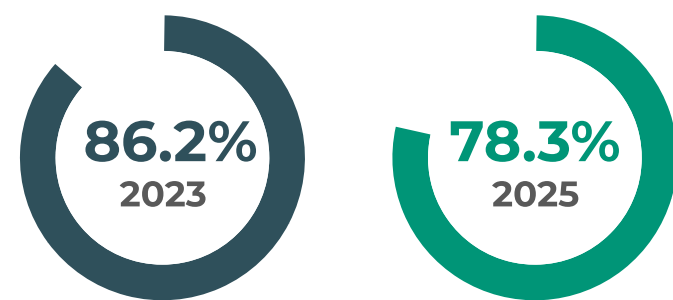
OVERALL BENEFIT LANDSCAPE

2023: Post-pandemic experimentation

2025: More structured, compliance-driven environment

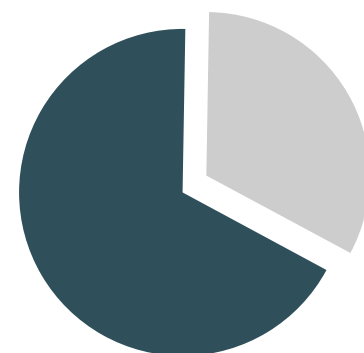
HYBRID WORK MODEL

Decrease in companies with formal hybrid model



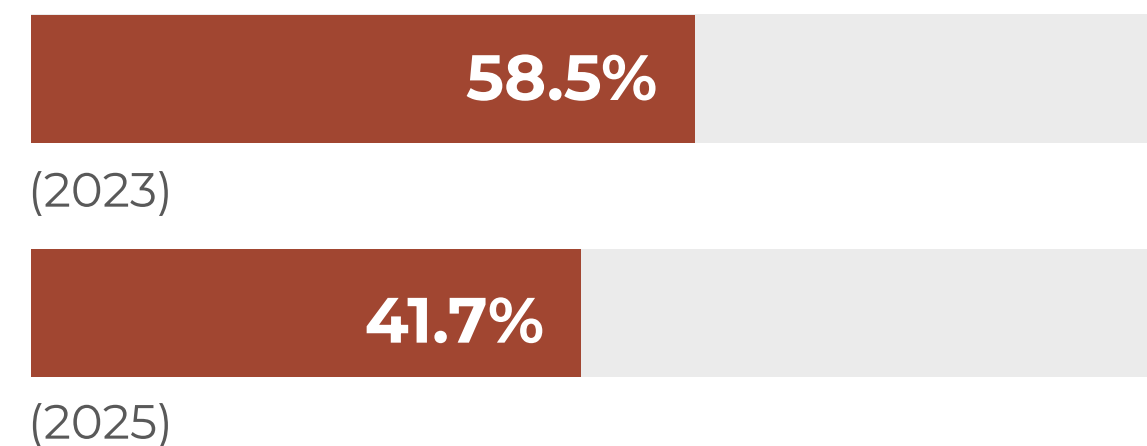
In **2023**, **40.7%** of companies prescribed **in-office days**

In **2025**, **67.4%** require **three days in office**



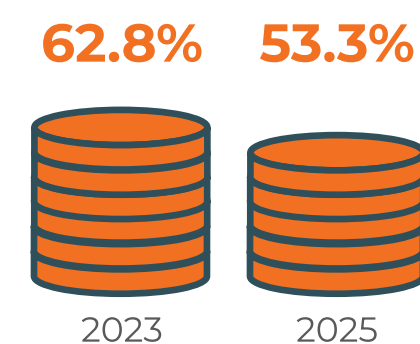
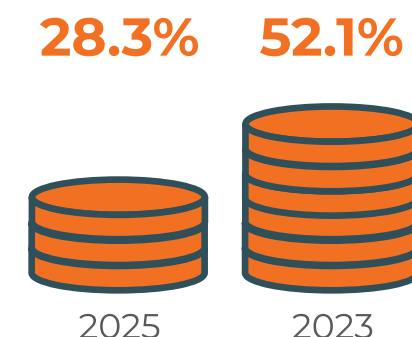
PARENTAL LEAVE

↓ **Decrease** in four-month fully paid maternity leave



COMPANY COST CUTTING

Just **28.3%** of participants indicated that they **paid a sign-on bonus**, compared to **52.1% in 2023**.



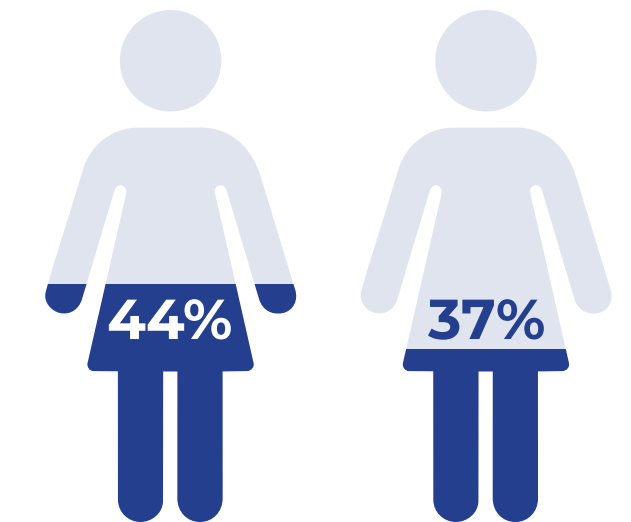
Decrease in guaranteed 13th cheques/bonuses.

FINANCIAL WELLNESS

Only **39%** of participants feel pay and benefits support their financial wellbeing.

Drivers of the gap:

- **44%** cite **increased living expenses**
- **37%** cite **small salary increases**



HEALTH

A **new trend** of **niche health benefits** is emerging, including:



Cancer screening



Fertility programmes



Perimenopause and menopause support

INCLUSIVITY

Shift toward **inclusive benefits**, including:



Medical aid options for same-sex relationships



Special leave for gender-transitioning surgery

60 companies surveyed, with **404 423 employees** across South Africa.

Source: The Remchannel 2025 South African Employee Benefits and Remuneration Guide