

# Global Benefits Report





# Table of Contents

The Current State of Global Benefits.....	1
Benefits Around the World.....	2
Trend #1: Pay Transparency .....	3
Spotlight on Germany .....	4
Trend #2: AI .....	6
Spotlight on Japan .....	7
Spotlight on the Nordics.....	9
Trend #3: Communications.....	11
Spotlight on Brazil .....	13
Spotlight on Mexico .....	15
Trend #4: Data and System Integrations.....	17
Spotlight on the UK.....	19
Trend #5: Tools and Technology .....	21
Spotlight on South Africa.....	23
Spotlight on Australia .....	25
Moving Forward.....	27

# The Current State of Global Benefits

Ever wondered how companies around the world use benefits to unlock the full potential of their workforce? Today, employee benefits are more than just perks — they're necessary for attracting, retaining, and engaging a global workforce.

We've combined our research with insights from four leading benefits experts, to help you understand which benefits are most popular in different regions, identifying the top five trends shaping today's benefits landscape.

**1 Pay transparency** continues to be important for organizations to consider: employees want clear information about their earnings, and new regulations have begun mandating it around the globe. Today, many benefits platforms are designed to ensure compliance and build trust between employers and employees.

**2 AI** has proved to have an ever-growing impact on the benefits market, allowing organizations to predict employee needs, optimize HR processes, and more.

**3 Effective communication** has become a vital part of any successful global benefits strategy. Through digital tools, more organizations are now delivering personalized, clear messaging to their workforces, ensuring employees fully understand their benefits.

**4 Data collection and integrated systems** now allows HR teams to assess the ROI of benefits offerings and quickly adapt based on employee feedback (to name just a few possibilities).

**5 Technology** is still the defining factor in benefits management around the world. Recent tech advancements have enabled companies to offer more personalized and efficient benefits — especially relevant now as studies are finding that **73% of employees want a more tailored benefits experience**.



Let's dive into how these trends are reshaping the way companies manage their benefits around the globe and discover what strategies you can use to adapt to the evolving needs of your workforce.

# BENEFITS AROUND THE WORLD

Benefits can vary dramatically across countries and regions: defined by local laws, cultural expectations, and societal preferences. Broadly, benefits can be divided into two categories: statutory and non-statutory.

**Statutory benefits** refer to what companies are legally obligated to provide to employees, with each country setting specific requirements. These statutory benefits often include offerings like paid time off and parental leave.

**Non-statutory benefits** are voluntary offerings employers provide to enhance their workplace culture and attract and retain skilled employees. These may include perks like flexible working and meal vouchers, along with supplemental benefits, such as dental insurance or private retirement plans, which companies provide as a way of compensating for public provisions that might be lacking.

**Let this report take you around the world, as you discover how companies in different countries structure their employee benefits.**



# Trend #1: Pay Transparency

Currently, there is an average [13% gap between how men and women are paid within the EU](#). The gender pay gap is caused by various factors, such as gender stereotypes, the overrepresentation of women in low-paid service jobs, and direct and indirect gender-based pay discrimination. And although awareness has increased, this gap has only decreased minimally over the last ten years.

Because of this, pay transparency is becoming a key consideration in modern HR practices, and its importance will only increase in the coming years.

As Malin Jonsson, Product Manager at Benify, explained, “Pay transparency rules can vary between different countries. If you’re a multinational company in all European countries, there could be 27 different variations of the legislation you need to comply with.”

Implementing pay transparency offers several advantages for businesses and employees alike. [According to recent research](#), companies that adopt transparent pay structures experience improved employee retention and engagement as employees are more confident that they are being fairly compensated.

One way to achieve these results is to provide employees with digital total reward statements, available in real-time, that outline their full compensation package, including benefits, bonuses, and other perks.

For businesses, pay transparency streamlines the hiring process by setting clear expectations from the start. Potential employees can know upfront what the pay structure looks like, which reduces negotiations and speeds up hiring decisions.

As businesses prepare for the 2027 gender pay gap reporting deadlines, they must now begin analyzing total compensation data to address any disparities and ensure transparency.

“The process to become compliant is extensive. Employers first need to get their data structured, which means defining job hierarchies, career paths, wage bands, and more. Once this analysis is done, companies can begin closing potential pay gaps and set processes for communicating pay information to employees,” detailed Malin Jonsson.

## The EU Pay Transparency Directive

While pay transparency exists in different forms all over the world, Europe is leading the way with the introduction of new laws. The EU Pay Transparency Directive (which was adopted in 2023 and will be effective from June 7, 2026) is designed to close the gender pay gap and ensure fair pay practices across Europe.

The directive mandates that by 2027, companies with more than 100 employees must report on their gender pay gaps, covering total compensation, not just base salaries. [This law](#) applies to both public and private companies, with the goal of promoting transparency and fairness in compensation practices across the EU.

# Spotlight on Germany

German companies are required to provide employees with a range of statutory benefits, like a minimum wage, but also offer additional perks that enhance employee satisfaction and loyalty. As of 2024, many [German organizations are increasingly offering](#) flexible working hours, remote work options, and travel benefits to attract top talent.

Sundara Deepan, Principal Buyer Enablement Advisor at Benify, said, “In Germany, mobility benefits that help employees reduce the cost of travel is definitely a big deal. A company car, discounted public transport, or access to bicycles — that is definitely something that is growing there.”

One unique aspect of Germany’s benefits culture are the workers’ councils (‘Betriebsrat’), which play a key role in negotiating transparent benefits packages on behalf of employees.

[Danone recently partnered with Benify](#) and implemented a ‘pick-and-choose’ system in its German offices to provide employees with more flexibility in their benefits selection. The system allows employees to automatically receive core benefits, such as company pension schemes and Employee Assistance Programs (EAP), while choosing additional benefits like fitness, mobility, or catering—all according to their personal preferences.

## DID YOU KNOW?

**Germany has some of the strictest data laws, which stem partly from World War II and the post-war years when surveillance was especially prevalent.**

**Therefore, security is a high priority for employees, as is the larger issue of benefits transparency.**





## Statutory Benefits

**National minimum wage:** 1,584.00 EUR per month.

**Sick leave:** 100% pay for the first six weeks, 70% for up to 78 weeks.

**Annual leave:** 20 days of paid annual leave.

**Parental leave:** All parents are entitled to up to 24 months of leave within three years of giving birth. The government covers the expenses for parental leave.

**Pension:** Contribution rates range between 2% and 10% of an employee's gross salary.

**Workers Compensation Fund:** Workplace insurance that covers any occupational accidents.

## Common Non-Statutory Benefits

**Long-term accounts ('Langzeitkonto'):** Employees can sacrifice part of their salary to save money for early retirement or sabbaticals.

**'Sachbezug':** Tax-free benefits vouchers that can be redeemed at retailers throughout Germany.

**Flex budget:** Depending on their level in the organization, employees can receive specific contributions, which may cover various expenses.

**Christmas bonuses**

**Gym memberships**

**Public transport allowance**

**Meal vouchers**

**Childcare**

**Company car**

**Company-sponsored bikes**

**Flexible and remote working options**

# Trend #2: AI

As the global workplace evolves, 76% of HR leaders view integrating AI as necessary to stay competitive in the future. AI is constantly evolving and has already begun significantly shaping global benefits programs.

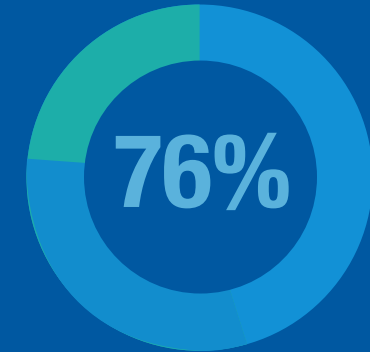
AI offers companies the ability to streamline and optimize their HR processes, helping to more effectively manage complex, multi-country benefits. According to research, 43% of HR professionals are already using AI tools to streamline internal processes, and this trend is expected to grow. These tools might include AI-powered platforms and chatbots, which enable companies to automate routine tasks such as answering employee queries, tracking benefits usage, and providing real-time insights into employee needs.

By analyzing this internal data, AI tools provide companies with information that can be used to fine-tune benefits offerings, ensuring they remain competitive in an ever-changing global market.

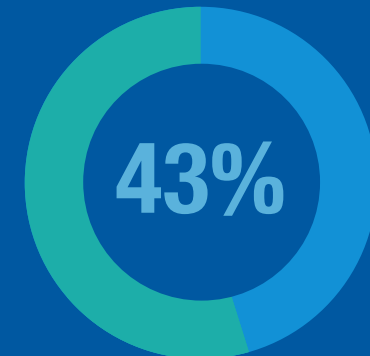
This use of AI ensures that benefits packages are not only compliant with local regulations, but also relevant and appealing to employees.

It's undeniable that AI is transforming how companies manage and deliver global benefits. From improving personalization to reducing manual administrative tasks, AI has become essential in creating more effective and efficient benefits programs that can adapt to the unique needs of a global workforce.

"AI can be used within chatbots to help employees easily find information about employment or benefits. This makes the information more transparent, open, and available to everyone," explained Stephanie Branston, Senior Product Marketing Manager at Benify.



of HR leaders view AI as necessary to stay competitive



of HR professionals use AI to streamline internal processes

# Spotlight on Japan

Japan has been known for having a rigorous work culture, but in recent years, [the rise of the freelance economy in Japan](#) has reflected the changing priorities of its workers, emphasizing work-life balance and autonomy.

As part of this trend, more Japanese employees are asking for flexible working benefits. In response, many companies in Japan have begun offering [‘flextime system’ benefits](#), which allow employees to decide the start and end times of their workday, so long as they work for a set minimum number of hours per month. Besides flexible working options, other benefits that Japanese employees seek include learning opportunities, meals available in the workplace, and more vacation days.

Japan has a relatively limited range of statutory benefits (such as nursing care, unemployment benefits, and pension), leaving all others at the employer’s discretion in Japan. For instance, Japanese companies do not have to offer any paid sick leave, and there is no national minimum wage.

To attract talented employees, employers in Japan must adapt by offering competitive benefits that cater to their workforce’s evolving needs — which will enhance employee satisfaction and retention in a competitive job market.

## DID YOU KNOW?

**65% of employees in Japan prioritize learning new skills, with basic digital skills being their top priority.**

**Japanese employees rely on employers for upskilling support, with companies often providing skill certifications, educational opportunities, and financial incentives for skill growth.**





## Statutory Benefits

**National minimum wage:** Minimum wages are set per prefecture level to align with local living costs.

**No paid sick leave is offered**

**Annual leave:** Companies must offer a minimum of 10 days of leave.

**Parental leave:** Leave can be taken until the child turns one year old. If both parents are off at the same time, leave is extended by two months. Employees are paid two-thirds of their base salary.

**Caregiver leave:** Employees can take caregiver leave to provide nursing care to an ill or aging family member.

**Pension:** Employers in Japan are required to contribute to employee pensions.

## Common Non-Statutory Benefits

**End of service gratuity:** Offered for expats when they finish their employment and move back to their home country.

**Sick leave:** While not a statutory benefit, it is offered by some international companies.

**13th and 14th month salary:** Factored into wages or is offered in summer and winter seasons.

**Corporate housing schemes:** Providing either partial or full payment of rent.

**Savings plans:** Non-taxable up to a certain limit.

**Public transport allowance**

**Learning opportunities**

**Childcare**

**Flexible and remote working options**

**Private health insurance**

# Spotlight on the Nordics

The Nordic countries — including, but not limited to, Sweden, Norway, and Denmark — are known for their progressive social welfare systems and generous employee benefits. These nations consistently [rank highly in global quality-of-life indexes](#), and their approach to employee benefits plays a significant role in that success.

Statutory benefits across the Nordic region ensure a strong foundation of support, but many employers go beyond the legal requirements to offer competitive non-statutory benefits that uphold a healthy work-life balance, as well as attract and retain talented people.

Johannes Isaksson Henzel, Country Manager Nordics at Benify, observed that, “There is such a broad range of benefits in Nordic markets, focusing on health, sustainability, and work-life balance especially.”

While Denmark, Norway, and Sweden all offer benefits that support employees, there are some differences between the three locations. For instance, in Norway, it's common to offer leisure accident insurance, making non-working hours safer for employees. And Swedish employers commonly supplement parental leave to ensure up to [90% income coverage for employees](#).

“Bike benefits have been very popular in Sweden for quite some time already, and there's a discussion about making it tax beneficial in other Nordic countries as well,” Johannes Isaksson Henzel commented.

## DID YOU KNOW?

**Employees in Sweden work around 1,441 hours per year on average, which is about 18% less than the global average.**

**But this doesn't mean they sacrifice productivity: Sweden's productivity levels are comparable to other countries in the EU.**





## Statutory Benefits

**No minimum wage:** Sweden, Denmark, and Norway do not have a minimum wage.

**Sick leave:** Employees in all three countries are entitled to some form of paid sick leave.

**Annual leave:** All three countries provide 25 days of paid annual leave.

**Parental leave:** All three countries offer generous parental leave benefits.

**Pension:** In all three countries, employers are required to contribute to employee pensions.

**Workers' compensation:** Mandatory workers' compensation for job-related injuries or illnesses.

**Overtime pay:** Overtime regulations exist in all three countries.

## Common Non-Statutory Benefits

**Choose Your Own Device (CYOD):** Employers can choose a new phone or upgrade their existing one, paid for by their employer.

**Gross salary benefits:** These include tax-free perks from pre-tax earnings.

**Company paid broadband**

**Company-sponsored lunch**

**Mental health support**

**Wellness contribution**

**Company-sponsored bikes**

**Flexible and remote working options**

**Private health insurance**

# Trend #3: Communications

Recent studies have found 44% of employees wish their employer provided more communication resources.

When workforces are spread across multiple countries, personalized, clear communications ensure that employees understand their benefits and stay informed about any changes.

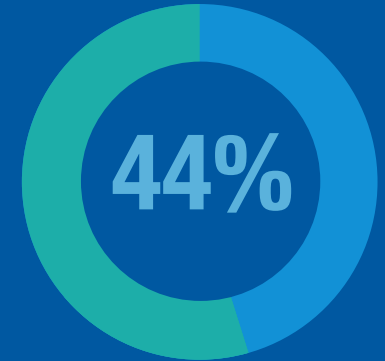
When employees receive targeted information about their benefits, they are more likely to take full advantage of what's available. For example, personalized messaging can remind employees to enroll in health programs or highlight new benefits they may have overlooked.

But this doesn't mean HR teams need to be sending these communications manually. Advancements in digital benefits platforms allow companies to easily send out tailored messaging by automatically segmenting employees based on region, role, or personal needs.

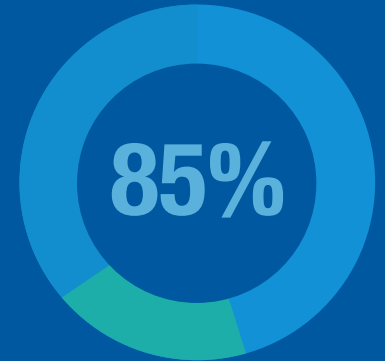
By 2026, 400 billion emails will be sent worldwide each day. With such a large volume of daily communication, important benefits updates can get lost. That's why a mix of communication tools — including emails, push notifications, and more — is essential to effectively reach employees.

"It's important that communication tools allow you to send messages across specific segments of your organization or to the entire workforce, ensuring that the messaging resonates effectively with employees. Another important aspect to consider is the ability to create country-specific messages, so that information remains relevant to each unique region," noted Stephanie Branston.

When employees aren't working from the office, mobile apps can be necessary. 85% of employees use more than one device for their professional communication, underlining the need for mobile benefits solutions that allow employees to access information anywhere, at any time, and in any language.



of employees need communication resources at work



of employees use more than one device for their professional communication

**35% of organizations  
currently have digitalized  
key mobility processes.**



# Spotlight on Brazil

In July 2024, [unemployment in Brazil fell to its lowest in a decade](#), with national employment reaching new heights. As Brazil's war for talent heats up, it's crucial to offer competitive benefits packages.

As workers are now looking for more than just the basic offerings, it's clear that companies in Brazil are paying attention to this shift: [the meal vouchers and employee benefit solutions market in Brazil](#) is estimated to grow by 6.10 billion USD from 2022 to 2027.

Due to the limitations of the public healthcare system, employees have traditionally relied heavily on employer-provided benefits for additional wellness support.

But as Brazil's job market becomes more competitive, companies are recognizing the need to go beyond statutory benefits, offering more comprehensive, attractive packages to meet growing employee expectations.

## DID YOU KNOW?

**Brazilian employees report the highest intent to stay out of all the countries in the Americas.**

**72% of Brazilian employees have expressed a desire to remain with their current employer for three years or more.**





## Statutory Benefits

**National minimum wage:** R\$1,412.00 per month.

**Sick leave:** 15 days of full pay.

**Annual leave:** 30 days of paid annual leave.

**Parental leave:** 120 days maternity leave, 15 days paternity leave.

**Brazilian Military Service:** All male employees subject to mandatory military service are entitled to paid leave for the duration of their service.

**13th month bonus:** Paid out November and December in two instalments.

**Transport allowance:** Given if the travel costs exceed 6% of an employee's salary.

**Childcare:** Employers must also offer daycare services to employees with children under six months of age or provide financial compensation.

**Retirement and disability pensions**

**Vacation bonus**

## Common Non-Statutory Benefits

**Entertainment allowances:** Funding for cable TV or streaming subscriptions.

**Fuel vouchers:** Popular among employees who frequently travel.

**Meal Vouchers**

**Stock options**

**Access to co-working spaces**

**Private retirement plans**

**Flexible and remote working options**

**Private health insurance**

# Spotlight on Mexico

Traditionally, Mexico has had a significant portion of its workforce employed in factories or working in remote locations. However, the recent influx of remote workers (due to Mexico's lenient visa requirements) has turned the country into a hub for foreign workers seeking a change of scenery. This, combined with the large domestic workforce, makes the need for an accessible and comprehensive benefits platforms especially critical.

Mexico has robust labor laws that grant employees a wide range of statutory benefits—such as holiday bonuses and profit sharing—meaning that supplemental benefits are not especially common.

Employers often offer more than the minimum statutory benefits to attract top talent, such as higher vacation premiums, more paid holidays, or larger Christmas bonuses.

When reflecting on benefits in Mexico, Sundara Deepan said, “In Mexico, they’re quite big on voucher-based benefits. Companies often offer meal vouchers, which is basically a card that you can use to pay at restaurants, as well as fuel or transportation vouchers.”

## DID YOU KNOW?

**Mexico has an 85% well-being rating — tied with Colombia as the highest rate in the Americas.**





## Statutory Benefits

**National minimum wage:** MX \$248.93 per day.

**Sick leave:** 52 days (unpaid).

**Annual leave:** Six days per year after the first year of employment, eight days after two years, with the number of days increasing per years worked.

**Parental leave:** Six weeks maternity leave, five days paternity leave.

**Pension:** National pension, known as CONSAR, which employers must contribute to.

**Christmas bonus:** 15 days' pay, though most companies pay 20 days.

**Holiday bonus:** 25% of an employee's wage must be paid out at the end of the year.

**Profit sharing.** A company must pay out a 10% share of profits to employees.

## Common Non-Statutory Benefits

**Short-term savings plan:** A percentage of employee salary is saved, tax-free.

**Major medical expense insurance**

**Education reimbursement**

**Loan services**

**Punctuality and productivity bonuses**

**Entertainment allowances**

**Fuel vouchers**

**Meal Vouchers**

**Private health insurance**

# Trend #4: Data and System Integrations

Data and system integrations are vital to enhancing the efficiency of global benefits management. Real-time data insights allow organizations to make better decisions by adapting benefits to meet the changing needs of their employees.

For instance, you can use data to see what benefits people are searching for most, which might reveal that people are looking for benefits that your organization still needs to offer.

Speaking on the value of benefits data, Stephanie Branston said, “As an administrator, it’s important to have data that shows what benefits people are clicking on and engaging with.”

Our research found that 30% of companies feel that their benefits platform needs to offer more data analytics capabilities, highlighting the importance of robust data tools in optimizing benefit programs.

Integrated benefits platforms allow for seamless data collection across multiple offices globally, creating a unified approach to tracking and managing the ROI of benefits programs.

Over the past three years, the average number of workplace tools that large organizations use has increased by 57%, to a total of 93 tools. This emphasizes the importance of having access to APIs that can connect and streamline multiple applications through a single system.

However, remember that with integrated systems and data collection, comes the risk of data breaches. For instance, in 2023, 53% of companies experienced a third-party data breach.

By ensuring consistency and security, integrated benefits systems not only collect data and protect sensitive information but also enable companies to provide more a personalized employee benefit experience.

**“As an administrator, it’s important to have data that shows what benefits people are clicking on and engaging with.”**

**Stephanie Branston**

Senior Product Marketing Manager

**30% of companies  
need more data analytics  
capabilities.**



# Spotlight on the UK

In the UK there are few mandated statutory benefits and employers generally decide their benefits offerings based on competitive market standards and ethical considerations.

Pensions are considered the most important benefit by **90% of employees in the UK** and also represent the largest cost for employers. After introducing an auto-enrollment pension scheme, the UK government now requires employers to offer pensions to all their employees.

One notable trend over the past few decades is that UK companies have begun offering their employees supplemental benefits to provide more comprehensive support than offered by the state. For this reason, private medical insurance is a highly valued benefit in the UK.

As Sundara Deepan observed that, “Women’s health is a major topic in the UK. It’s an area where more and more employers are supporting their workforce. There are a lot of benefit providers that support women through pregnancy, help them through menopause and other areas of their wellbeing, including supporting women through their fertility lifecycle with complete health solutions.”

## DID YOU KNOW?

**According to Gallup’s 2024 report, only 10% of employees in the UK are engaged in their jobs, leaving 90% feeling disconnected from their roles.**

**These findings suggest that UK employers have a prime opportunity to offer benefits that give employees a greater sense of fulfillment within their work.**





## Statutory Benefits

**National minimum wage:** £11.44 per hour.

**Sick leave:** Up to 28 weeks.

**Annual leave:** 28 days of paid annual leave.

**Parental leave:** 52 weeks maternity leave, 1-2 weeks paternity leave.

**Pension:** Employers must contribute a minimum of 3% of the workers' salary into a pension scheme.

**Public healthcare:** Employers are required to contribute to the National Health Service.

## Common Non-Statutory Benefits

**Private health insurance:** Such as dental and vision insurance.

**Life assurance:** Lump sum payment upon employee's death.

**Health cash plan:** Reimbursement for common healthcare costs.

**Employee assistance programs:** Mental health and wellness services for employees.

**Holiday trading:** Employees can trade in or buy extra days off with cash.

**Women's health support**

**Company car**

**Company-sponsored bikes**

**Flexible and remote working options**

# Trend #5: Tools and Technology

Managing complex, multi-country benefits programs can be a headache, but digital benefits tools and platforms can improve both efficiency and employee satisfaction.

While many companies might already be using digital HR tools, it's likely that they don't fully satisfy all members of your organization. Our recent research found that 34% of organizational leaders find their benefits platform challenging for general employees to use.

As Stephanie Branston said, "You can offer as many benefits as you wish, but if your employees actually don't know about them, it's kind of useless. You must make your employees aware of what's available to them and also make it accessible."

Many digital tools offer mobile access and support in multiple languages and time zones, so employees can easily navigate their benefits no matter where they are in the world.

For global companies, keeping up with ever-changing regulations across multiple countries can be daunting.

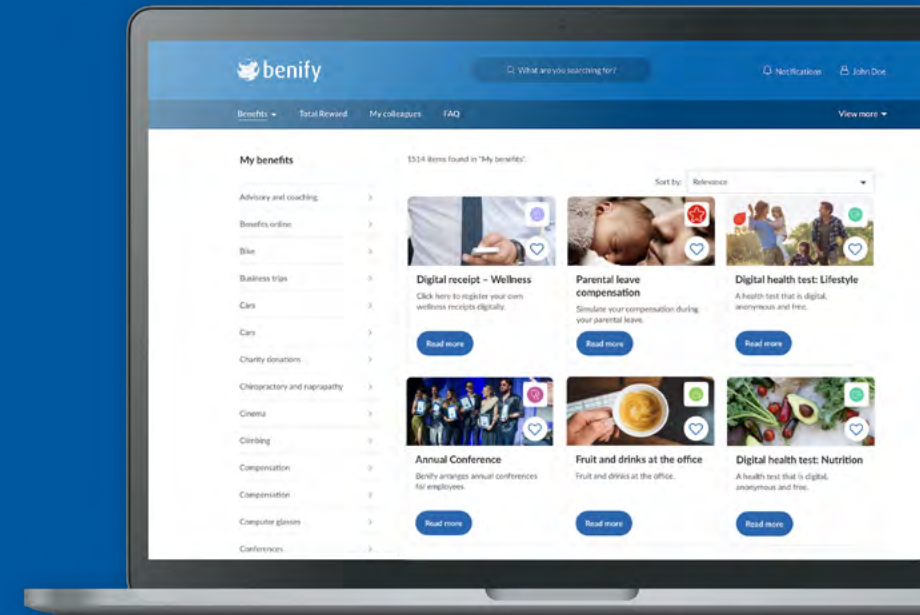
Benefits technology takes the guesswork out of the process, ensuring compliance with local laws and regulations, including pay transparency.

Platforms can also connect companies to the world of benefits suppliers. These integrations make it easier to provide comprehensive packages tailored to diverse needs, without the hassle of managing numerous suppliers independently.

Digital benefits platforms are also important in supporting Environmental, Social, and Governance (ESG) initiatives. They help ensure fair access to benefits across different regions, while fostering a workplace culture rooted in a company's core values.

Whether employees are in Tokyo, Stockholm, or Cape Town, they need to be able to access the same seamless platform experience but with benefits options that are locally relevant.

This approach, which combines the global and local, ensures that employees feel valued and connected to the company, regardless of where they are.



**34% of organizational  
leaders find their benefits  
platform challenging.**

# Spotlight on South Africa

Working life in South Africa presents a dynamic blend of opportunities and challenges. While the country has a highly developed infrastructure and growing sectors like IT, engineering, and healthcare, it is also dealing with growing unemployment rates.

This has resulted in many South African employers [prioritizing local talent](#) as opposed to international candidates — making it especially important for companies in South Africa to offer benefits tailored to the wants of the people living there.

Initiatives like education assistance programs are gaining popularity in South Africa as employers see the benefit of investing in local employees' growth and development. These initiatives, such as [tuition reimbursement](#) or [scholarships](#), help employees gain new skills while companies maintain a more skilled and capable workforce.

Speaking on the most important benefits in South Africa, Sundara Deepan noted, “The most prominent benefit in South Africa is the provident fund, which is a retirement and pension scheme that employees get access to.”

According to a [2023 report on trends impacting the South African workforce](#), many South African companies predict that data analytics will lead to greater personalization, predictive risk assessments, and needs-based management. This reinforces the importance of using a data-driven benefits platform

## DID YOU KNOW?

**South Africa recently became the first African nation to test a four-day workweek.**

**Most businesses involved in the trial have decided to continue with the reduced workweek after experiencing an average reduction in staff turnover by 11% and absenteeism by 9%, while revenues increased by an average of 10.5%.**





## Statutory Benefits

**National minimum wage:** R27,58 per hour.

**Sick leave:** Average of 10 days per year.

**Annual leave:** 21 days of annual leave.

**Parental leave:** Four months of maternity leave, 10 days of paternity leave.

**Provident fund:** A government-managed retirement savings scheme that employers must contribute to.

**Skills Development Levy (SDL):** Employers are required to contribute 1% of the total amount paid in salaries each month to develop and improve the employees' skills.

**Overtime pay:** Employers must pay 1.5 times the normal hourly wage for overtime.

**Unemployment Insurance Fund (UIF):** Aims to alleviate poverty by providing short-term unemployment insurance to all workers.

## Common Non-Statutory Benefits

**13th month bonus:** It is common for South African employers to offer a 13th-month bonus, often in December.

**Dread disease coverage:** Insurance that can be used in cases of extreme illness.

**Funeral Insurance**

**Physical wellness programs**

**Learning opportunities**

**Life insurance**

**Childcare**

**Flexible and remote working options**

**Private health insurance**

# Spotlight on Australia

Australia is known for its high employment standards and robust benefits system, which attracts a diverse, global workforce.

The country boasts one of the [highest minimum wages in the world](#), with employees over 21 earning at least AUD 24.10 per hour. This high wage rate and mandatory employer contributions to Australia's superannuation pension system — which requires a minimum contribution of 11.5% of an employee's salary — ensure financial stability for workers as they prepare for retirement.

In recent years, physical health benefits, such as company-sponsored gym memberships or healthy food available in the office, have [become quite popular among Australian employees](#).

Additionally, many workers, particularly those under 54, [prefer hybrid work arrangements](#), balancing time between home and the office. The shift to remote work has influenced internal migration trends; online work has allowed many people to move away from city centers.

## DID YOU KNOW?

**A survey found that Australian employees rank pay and benefits as the most important factors when considering a new job.**





## Statutory Benefits

**National minimum wage:** AUD 24.10 an hour (one of the highest in the world).

**Sick leave:** 10 days per year.

**Annual leave:** 20 days per year.

**Parental leave:** There are no mandated parental leave periods. There is, however, a government parental leave payment, which can be paid through the employers for a maximum of 22 weeks.

**Superannuation:** A mandatory pension scheme where employers must contribute a minimum of 11.5%. Many employers offer larger contributions to attract top talent.

## Common Non-Statutory Benefits

**Additional time off:** Travel is important to many Australians, so offering extra paid holiday days can be a particularly attractive benefit.

**Gym memberships**

**Learning opportunities**

**Life insurance**

**Childcare**

**Company car**

**Flexible and remote working options**

**Private health insurance**

# Moving Forward

The world of global employee benefits is complex and ever-changing: shaped by a combination of legal regulations and cultural expectations. Navigating this landscape can often feel overwhelming for both employers and employees.

That's why understanding what trends shape the global benefits market is key to staying competitive and meeting your employees' needs.

From the rise of technology to the growing importance of pay transparency and AI-driven insights, these factors are redefining how companies attract and retain talent.

There is no such thing as a one-size-fits-all solution. Every company, region, and employee is different. That's why a digital benefits platform is so important: allowing employers to customize their total rewards and benefits packages to suit the needs of both their business and their workforce.

Whether that means sending personalized communications to employees or offering region-specific benefits, a platform ensures that your benefits information is always available, anytime and anywhere.



# About Benify

Benify offers the market's leading global benefits and total rewards platform, with over 1,700 clients and three million users worldwide.

Our solution helps organizations improve employee experiences while streamlining administration tasks, automating processes, and enhancing communication.



