

Sample

# Transportation Costs

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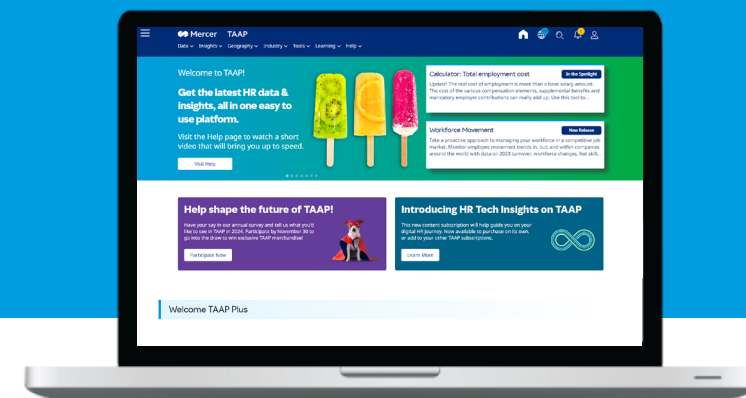
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# Overview

Internal combustion engine/hybrid

1 ZAR = 0.07 USD  
1 USD = 14.98 ZAR  
1 EUR = 16.48 ZAR

## Purchase price summary

	Compact/economy	Standard/midsize	Luxury/premium	Sports utility vehicle (SUV)
Average price	34,941	39,637	53,050	41,408
% Tax or VAT	VAT is included	VAT is included	VAT is included	VAT is included
Registration	2% of vehicle price	2% of vehicle price	2% of vehicle price	2% of vehicle price

## Lease amount summary

	Compact/economy	Standard/midsize	Luxury/premium	Sports utility vehicle (SUV)
Lease cost	982	1,134	1,512	1,167
Lease term	36 months	36 months	36 months	36 months
Average minimum down payment	0	0	0	0
Number of miles	12,000	12,000	12,000	12,000

Note: All amounts are in local currency. Summary calculations provided; see vehicle costs tab for more information.

Overview

Electric

1 ZAR = 0.07 USD  
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1 EUR = 16.48 ZAR

Purchase price summary

	Compact/economy	Standard/midsize	Luxury/premium	Sports utility vehicle (SUV)
Average price	37,876	45,453	56,521	49,729
% Tax or VAT	VAT is included	VAT is included	VAT is included	VAT is included
Registration	1% of vehicle price	1% of vehicle price	1% of vehicle price	1% of vehicle price

Lease amount summary

	Compact/economy	Standard/midsize	Luxury/premium	Sports utility vehicle (SUV)
Lease cost	1,061	1,281	1,592	1,409
Lease term	36 months	36 months	36 months	36 months
Average minimum down payment	0	0	0	0
Number of miles	12,000	12,000	12,000	12,000

Note: All amounts are in local currency. Summary calculations provided; see vehicle costs tab for more information.

# Vehicle costs

Compact/economy

1 ZAR = 0.07 USD  
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1 EUR = 16.48 ZAR

Manufacturer, model, class	Internal combustion engine/hybrid		Electric
	BMW 530i	Volvo V90	Volvo V
Model year	2024	2024	2024
Engine size	2.0L	1.5L	110 KW
Transmission	Automatic	Automatic	Automatic
Fuel type	Petrol/gasoline	Petrol/gasoline	Electric

	Local	EUR	USD	Local	EUR	USD	Local	EUR	USD
Purchase price	42,642	32,342	34,115	39,365	30,214	31,458	45,565	34,712	36,029

	Local	EUR	USD	Local	EUR	USD	Local	EUR	USD
Monthly lease amount	1,187	903	957	1,097	843	877	1,271	973	1,007
Downpayment for lease	0	0	0	0	0	0	0	0	0
Lease terms	36 months	36 months	36 months	36 months	36 months	36 months	36 months	36 months	36 months
Number of miles per year	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000

## Vehicle costs

### Standard/midsized

1 ZAR = 0.07 USD  
1 USD = 14.98 ZAR  
1 EUR = 16.48 ZAR

Manufacturer, model, class	Internal combustion engine/hybrid		Electric
	BMW 530i	Volvo V90	Volvo V
Model year	2024	2024	2024
Engine size	2.0L	2.5L	125 KW
Transmission	Automatic	Automatic	Automatic
Fuel type	Petrol/gasoline	Petrol/gasoline	Electric

	Local	EUR	USD	Local	EUR	USD	Local	EUR	USD
Purchase price	47,256	34,198	35,986	49,346	36,321	37,779	51,543	39,232	40,762

	Local	EUR	USD	Local	EUR	USD	Local	EUR	USD
Monthly lease amount	1,317	953	1,007	1,391	1,018	1,071	1,453	1,095	1,141
Downpayment for lease	0	0	0	0	0	0	0	0	0
Lease terms	36 months	36 months	36 months	36 months	36 months	36 months	36 months	36 months	36 months
Number of miles per year	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000

Vehicle costs

Luxury/premium

1 ZAR = 0.07 USD  
1 USD = 14.98 ZAR  
1 EUR = 16.48 ZAR

Manufacturer, model, class	Internal combustion engine/hybrid		Electric
	BMW 530i	Volvo V90	Volvo V
Model year	2024	2024	2024
Engine size	2.5L	2.5L	180 KW
Transmission	Automatic	Automatic	Automatic
Fuel type	Petrol/gasoline	Hybrid	Electric

	Local	EUR	USD	Local	EUR	USD	Local	EUR	USD
Purchase price	61,921	48,346	50,107	63,176	50,237	51,541	65,163	50,239	51,754

	Local	EUR	USD	Local	EUR	USD	Local	EUR	USD
Monthly lease amount	1,732	1,361	1,407	1,773	1,397	1,491	1,819	1,423	1,467
Downpayment for lease	0	0	0	0	0	0	0	0	0
Lease terms	36 months	36 months	36 months	36 months	36 months	36 months	36 months	36 months	36 months
Number of miles per year	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000

Vehicle costs

Sports utility vehicle (SUV)

1 ZAR = 0.07 USD  
1 USD = 14.98 ZAR  
1 EUR = 16.48 ZAR

Manufacturer, model, class	Internal combustion engine/hybrid		Electric
	BMW 530i	Volvo V90	Volvo V
Model year	2024	2024	2024
Engine size	2.5L	3.3L	250 KW
Transmission	Automatic	Automatic	Automatic
Fuel type	Petrol/gasoline	Diesel	Electric

	Local	EUR	USD	Local	EUR	USD	Local	EUR	USD
Purchase price	53,332	39,554	40,166	65,757	52,468	53,711	56,451	41,232	43,043

	Local	EUR	USD	Local	EUR	USD	Local	EUR	USD
Monthly lease amount	1,493	1,109	1,123	1,831	1,487	1,503	1,577	1,153	1,205
Downpayment for lease	0	0	0	0	0	0	0	0	0
Lease terms	36 months	36 months	36 months	36 months	36 months	36 months	36 months	36 months	36 months
Number of miles per year	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000



# Car allowance estimates

## Estimated monthly car allowance

1 ZAR = 0.07 USD  
1 USD = 14.98 ZAR  
1 EUR = 16.48 ZAR

### Internal combustion engine/hybrid

	Local			EUR			USD		
	Basic	Medium	High	Basic	Medium	High	Basic	Medium	High
Compact/economy	10,000	12,000	15,000	907	1,134	1,405	1,023	1,223	1,511
Standard/midsize	15,000	18,000	22,000	1,421	1,639	1,932	1,493	1,717	2,071
Luxury/premium	27,000	30,000	35,000	2,141	2,765	3,172	2,355	2,981	3,356
Sports utility vehicle (SUV)	24,000	27,000	30,000	1,907	2,141	2,763	1,985	2,191	2,927

### Electric

	Local			EUR			USD		
	Basic	Medium	High	Basic	Medium	High	Basic	Medium	High
Compact/economy	11,000	14,000	18,000	951	1,393	1,574	1,003	1,517	1,712
Standard/midsize	15,000	18,000	22,000	1,417	1,575	1,721	1,497	1,703	1,832
Luxury/premium	25,000	30,000	35,000	1,951	2,376	2,792	2,081	2,523	2,944
Sports utility vehicle (SUV)	17,000	20,000	22,000	1,497	1,737	1,823	1,531	1,791	1,904

#### Note:

Basic allowance includes coverage for lease amount and vehicle maintenance.

Medium allowance includes coverage for lease amount, vehicle maintenance and estimated insurance costs.

High allowance includes coverage for lease amount, vehicle maintenance, estimated insurance and daily commute of approximately 30 kms.

Source: Mercer's 2024 TAAP+ Exclusive Car Allowance Calculator

# Car rental estimates

## Car rental estimates, Local

1 ZAR = 0.07 USD  
1 USD = 14.98 ZAR  
1 EUR = 16.48 ZAR

Vehicle category	Typical vehicle	Daily rate	Weekly rate	Monthly rate
Compact/economy	Peugeot 408	733.25	3,675.12	14,512.50
Standard/midsize	Nissan Versa	912.80	4,435.90	17,898.50
Luxury/premium	Volkswagen Up	1,424.60	7,135.40	28,211.35
Sports utility vehicle (SUV)	Toyota Land Cruiser	1,265.90	4,940.65	19,575.85

## Car rental estimates, EUR

Vehicle category	Typical vehicle	Daily rate	Weekly rate	Monthly rate
Compact/economy	Peugeot 408	172.50	822.30	3,225.10
Standard/midsize	Nissan Versa	205.75	985.60	3,977.30
Luxury/premium	Volkswagen Up	318.45	1,590.60	6,275.15
Sports utility vehicle (SUV)	Toyota Land Cruiser	284.20	1,110.75	4,350.90

### Note:

The values reported in the rental car estimates section should be considered a general guideline of car rental rates. Daily rates fluctuate based on factors such as vehicle availability, weekdays versus weekends, location pick-up, advance booking periods, etc.

The daily rates reported include fees, surcharges, taxes and insurance. Insurance coverage varies by location and car rental company.

Car rental estimates

Car rental estimates, USD

1 ZAR = 0.07 USD  
1 USD = 14.98 ZAR  
1 EUR = 16.48 ZAR

Vehicle category	Typical vehicle	Daily rate	Weekly rate	Monthly rate
Compact/economy	Peugeot 408	144.75	720.60	2,845.50
Standard/midsize	Nissan Versa	178.95	869.60	3,510.45
Luxury/premium	Volkswagen Up	279.22	1,399.65	5,531.60
Sports utility vehicle (SUV)	Toyota Land Cruiser	248.05	968.75	3,838.30

Note:  
The values reported in the rental car estimates section should be considered a general guideline of car rental rates. Daily rates fluctuate based on factors such as vehicle availability, weekdays versus weekends, location pick-up, advance booking periods, etc.  
The daily rates reported include fees, surcharges, taxes and insurance. Insurance coverage varies by location and car rental company.

# Public transportation

## Taxi cost

1 ZAR = 0.07 USD  
1 USD = 14.98 ZAR  
1 EUR = 16.48 ZAR

	Local			EUR			USD		
	Low	Medium	High	Low	Medium	High	Low	Medium	High
Initial meter charge	85.00	90.00	95.00	38.00	45.00	52.00	43.00	49.00	56.00
Rate per kilometer	42.50	45.50	48.50	14.30	15.80	17.40	15.10	16.75	18.90

## Cost of monthly pass

	Local			EUR			USD		
	Low	Medium	High	Low	Medium	High	Low	Medium	High
Monthly bus pass	1,080.00	1,250.00	1,530.00	430.00	510.00	730.00	456.30	572.35	804.70
Monthly subway pass	1,200.00	1,450.00	1,750.00	497.00	673.30	890.50	521.80	714.20	945.90

# Typical employer costs

1 ZAR = 0.07 USD  
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1 EUR = 16.48 ZAR

## Median vehicle purchase price

	Local	EUR	USD	N=
Head of organization	4,720,000.00	22,782.10	23,300.45	153
Executive	3,100,332.00	15,311.50	17,438.92	148
Management	2,973,500.00	14,544.30	15,692.60	111
Professional nonsales	1,804,250.00	8,910.75	9,237.60	48
Professional sales	1,804,250.00	8,910.75	9,237.60	48

## Median monthly lease amount

	Local	EUR	USD	N=
Head of organization	241,563.00	1,197.38	1,272.91	153
Executive	132,500.00	973.54	1,019.20	148
Management	97,400.00	723.56	781.87	111
Professional nonsales	42,320.00	468.12	509.12	48
Professional sales	42,320.00	468.12	509.12	48

## Typical employer costs

### Median monthly car allowance

1 ZAR = 0.07 USD  
1 USD = 14.98 ZAR  
1 EUR = 16.48 ZAR

	Local	EUR	USD	N=
Head of organization	72,900.00	653.50	711.35	153
Executive	56,300.00	543.23	587.90	148
Management	43,500.00	432.89	517.34	111
Professional nonsales	24,100.00	275.67	317.45	48
Professional sales	24,100.00	275.67	317.45	48

### Median allowance per kilometer for employees not provided with company car

	Local	EUR	USD	N=
Head of organization	30.00	0.32	0.45	153
Executive	25.00	0.27	0.31	148
Management	17.00	0.19	0.23	111
Professional nonsales	12.00	0.14	0.16	53
Professional sales	12.00	0.14	0.16	48

Note: Purchase price and lease costs include applicable taxes (e.g., VAT).

# Additional information

## Fees, taxes, insurance

1 ZAR = 0.07 USD  
1 USD = 14.98 ZAR  
1 EUR = 16.48 ZAR

Additional taxes, fees when purchasing a vehicle	Registration fee
Recurring taxes, fees	Annual road tax
First inspection after purchase	3 years or 60,000 kms
Inspection frequency thereafter	Annually
Road tax fees required	Yes
Insurance required	Yes
Typical car insurance provided	Third-party fire and theft

Additional information

Driver information

1 ZAR = 0.07 USD  
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1 EUR = 16.48 ZAR

Common practice for expats to have a driver	No
Typical driver cost per month	Not applicable
Assignee can use home country license	Yes
Assignee can use international driving license	Yes
Home country/international driving license validity period (in months)	12 months
EU nationals eligible to exchange license without a driving test	Yes



Additional information

Road conditions

1 ZAR = 0.07 USD  
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1 EUR = 16.48 ZAR

Drive on left or right side of road	Right
Road signs in English	No
Road condition	Fair
Highways/motorways well-lit	Yes
Highway/motorway tolls	Yes
Unit of distance	Mile

# Sources

Last updated: May 10, 2024

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Topic name	Data source	Publication date
Vehicle costs	Secondary research*	2024
Car allowance estimates	Mercer's TAAP+ Exclusive Car Allowance Calculator	2024
Car rental estimates	Skyscanner	2024
Public transportation	Secondary research*	2024
Typical employer costs	Mercer's Total Remuneration Survey, Mercer's Car Report, Mercer's Compensation Policy and Practices Survey	2023

\*Note: Please refer to [this](#) Excel file for a detailed list of sources.

# Methodology

This section provides information on the methods of collecting, collating, and analyzing data for this product. You will also find notes on exceptions and exclusions in the data, information on data sources and relevant equations.

## Data collection

Data for this publication were collected from the following sources:

- 2023 Mercer's Total Remuneration Survey
- Mercer's TAAP+ Exclusive Car Allowance calculator
- Skyscanner
- Secondary research of local vehicle manufacturer websites
- Secondary research of local public transportation websites

\*Note: Please refer to [this](#) Excel file for a detailed list of sources.

## Data analysis

### Statistics

The following statistics are presented in this report:

- **Median or 50th percentile:** The data point that is higher than 50% of all other data in the sample when ranked from low to high.
- **N or sample size:** The number of companies that reported data for the statistic.
- **Endash or "--":** The sample is too small to provide the statistic.

### Vehicle costs vs. employer costs

This product provides car cost information from two perspectives.

**Vehicle costs:** Market cost data include the amounts associated with obtaining and maintaining a vehicle within the market, based on local market values.

**Employer costs:** Typical employer costs are sourced from Mercer's Total Remuneration Survey. Data reported are median car benefit amounts provided by the employer to eligible employees. These amounts typically vary by career level.

## Methodology

### Car allowance estimates

Car allowance estimates are sourced from Mercer's TAAP+ Exclusive [Car Allowance Calculator](#). The following criteria were used:

- Basic allowance includes coverage for lease amount and vehicle maintenance.
- Medium allowance includes coverage for lease amount, vehicle maintenance and estimated cost of insurance.
- High allowance includes coverage for lease amount, vehicle maintenance, estimated cost of insurance and daily commute of approximately 30 kms.

Note: Car allowance amounts in the "Employer costs" section refer to the gross allowance amount paid in lieu of a car or to subsidize car-related expenses. The factors used to determine the car allowance vary by company. Data are sourced from Mercer's Total Remuneration Survey (TRS).

### Car rental estimates

The values reported in the rental car estimates section should be considered a general guideline of car rental rates. Daily rates fluctuate based on factors such as vehicle availability, weekdays versus weekends, location pick-up, advance booking periods, etc.

The daily rates reported include fees, surcharges, taxes and insurance. Insurance coverage varies by location and car rental company, but typically includes one or more of the following:

- Collision Damage Waiver (CDW)
- Personal Accident Insurance (PAI)
- Windscreen Damage Waiver (WDW)
- Theft Protection, Personal Effects Protection (PEP)
- Additional Liability Insurance (ALI)
- Loss Damage Waiver (LDW)
- Supplemental Liability Insurance (SLI)

## Data masking

To ensure the confidentiality of all companies that provide data to Mercer's surveys, statistics have been "masked" by displaying an endash or "–" when minimum sample sizes are not met.

## Methodology

### Data exceptions and notes

The sources for vehicle cost data collection in 2024 differ from 2023. This may cause some fluctuation in data when compared to 2023; however, this change in approach will offer a more consistent data set across markets and in future year-over-year comparisons. When using data in the current release, please consider the following:

- Where possible, the same or similar vehicles have been priced across markets. The individual vehicles in each category (e.g., midsize/intermediate) may differ from last year and the “Overview” of vehicle costs may have changed.
- A uniform calculation methodology was applied to the estimated lease costs in all markets. In previous years, the criteria (term, downpayment, interest rate, credit score) could differ from one vehicle to another within a single market and from one year to another. Additional fees such as maintenance, dealership fee, etc. are not included in the 2024 data.

### Currency conversion rates

Exchange rates provided are effective as of April 2024.



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