Provider	Type of support	Description	Advantages	Disadvantages
EMPLOYER	Grant	This is a once-off grant provided directly to the seller, builder or financial institution.	It significantly enhances employees' affordability. As the grant is paid directly, there is no leakage.	It has cash flow implications for the employer, as it requires a large upfront payment.
	Interest rate subsidy	A cash contribution is made towards repaying interest on a home loan.	It significantly reduces the cost of home ownership for the employee. As the subsidy is paid directly in the transaction, there is no leakage.	It's subject to escalations if linked to a percentage of the interest rate. It's only effective if the employee succeeds in accessing a house and qualifies for a home loan.
	Allowance	An additional amount is added to the employee's salary and they can choose how to spend it.	It's managed as part of payroll, with few other requirements from the employer.	There are high levels of leakage as the funds are often spent on other items.
	Guarantee	This is a guarantee from the employer to assist the employee secure a 100% home loan.	There's limited exposure or cost to the employer. It's only effective if the employee succeeds in accessing a house and qualifies for a home loan.	
GOVERNMENT	FLISP	The once-off FLISP subsidy amount ranges between R10 000 and R87 000, depending on the applicant's monthly income, which must be between R3 500 and R15 000.	It significantly enhances affordability, especially for employees at the lower end of the sliding scale.	The current administration of the FLISP makes it difficult and unreliable to access.

Provider	Type of support	Description	Advantages	Disadvantages
FINANCIAL INSTITUTION	Mortgage-backed home loan	The financial institution provides the finance for a home, which the employee pays back. A home bond registered over the property is the financial institution's security. Home loans are generally above R100 000, which is borrowed for a period of between 10 and 30 years, with 20 years being the most common. It's only provided to creditworthy employees who meet credit requirements.	It's the most cost-effective way of borrowing money for a house, as the interest rate is closely linked to the prime lending rate.	It's only provided if the property is a freehold property meeting high-quality specifications. It is therefore not available in tribal authority areas and is often not affordable.
	Pension-backed housing loans	These are small loans provided by financial institutions, paid back over a medium term (normally five to eight years). The loan is secured by the employees' pension or provident fund savings. To qualify, the employee must still meet the financial institution's lending criteria.	It can be applied in all areas, regardless of the type of title. It's appropriate for owner builders and building in stages. Interest rates remain competitive because the loan is secured against the pension or provident fund and are similar to home loan rates.	It's only for employees who have sufficient savings built up in their pension or provident funds. Employees would need to be saving for about 10 years to build a complete house. Employees don't typically preserve retirement savings when changing jobs.
	Unsecured small loan	Unsecured loans are usually for less than R100 000, provided by financial institutions and paid back over a comparatively short period, normally two to five years.	It can be applied in all areas, regardless of the type of title. It's appropriate for owner builders and building in stages.	Interest rates tend to be significantly higher than for home loans and pension-backed housing loans.