



labour

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REPUBLIC OF SOUTH AFRICA


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Basic Guide to Protection of (Children in Performing Arts)

Employers must provide safe transport and working environment for children at all times. No child may be exposed to any harmful or dangerous.

Application

Sectoral Determination 10 for Children in the Performance of Advertising, Artistic and Cultural Activities applies to all employers who have been granted a permit to employ child workers under 15 years of age, but not to

- o members of the:
 - o National Defence Force,
 - o National Intelligence Agency, or
 - o South African Secret Service;
- o unpaid volunteers working for charity;
- o workers aged 15 or older;
- o children participating in non-profit activities; and
- o employers who have not been granted permits.

The Basic Conditions of Employment Act applies in respect of any matter not covered by this sectoral determination.

See

- o Sectoral Determination 10: Children in the Performance of Advertising, Artistic and Cultural Activities

Basic conditions of employment applicable only to children in the performing arts and their employers

Recreational Areas

Employers must provide a safe area for children to rest and play.

Accommodation

An employer may only require a child to work away from home if the

- o parent or legal guardian agrees;
- o full details of the accommodation are provided.

Accommodation for children is to be

- o free of charge;
- o clean, comfortable and safe;
- o suitable with a toilet and washing facilities;
- o occupied by no other adults, except for the parent, legal guardian or child minder.

A parent, legal guardian or child minder must accompany a child who is required to stay overnight on location.

Transport

Safe transport may be provided to children and the parent, legal guardian or child minder, between the home and the workplace, by request.

Transport is to be provided

- o whenever the child required to travel
- o at the beginning and at the end of a workday
- o without delay

Reasonable Access

Employers must ensure that a parent, legal guardian or child minder has reasonable access to a child during a call.

The parent, legal guardian or child minder must be able to

- o accompany a child to wardrobe, makeup, and dressing room
- o be in sight and sound of the child

Dangerous or Hazardous Performances

Employers must ensure that children are not exposed to any unhealthy practices, physical danger, emotional harm or any stress whilst on call.

No employer may force a child to perform when the child is not ready or fit to do so.

Related Links

- o [Basic Guide to Employment Contracts \(Children in Performing Arts\)](#)

Sectoral Determination 10 requires that employers give children workers certain details of their employment in writing.