



labour

Department:
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REPUBLIC OF SOUTH AFRICA



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[Site Map](#)

Basic Guide to Family Responsibility Leave (Domestic Workers)

Workers may take up to 3 days of paid leave a year to attend to certain family responsibility.

Application

Sectoral Determination 7 applies to **all domestic workers** (including independent contractors and those employed by agencies), **except** domestic workers who -

- work on **farms**; or

are covered by -

- **another sectoral determination**, or
- a bargaining council **agreement**.

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

See

- Sectoral Determination 7: Domestic Workers

Special rules governing the employment of domestic workers

Number of Leave Days

Full time workers may take 5 days of paid family responsibility leave during each annual leave cycle (12 month periods from date of employment).

Family responsibility leave expires at the end of the annual cycle.

Reasons for Leave

You may take family responsibility leave -

- when your child is born,
- when your child is sick,

in the event of the death of your

- spouse or life partner
- parent or adoptive parent
- grandparent
- child or adopted child
- grandchild
- sibling.

Proof

Employers may require reasonable proof of the birth, illness or death for which a worker requests leave.

Related Links

- **Basic Guide to Annual Leave (Domestic Workers)**
Rules for annual leave as prescribed by Sectoral Determination 7 for domestic workers
- **Basic Guide to Maternity Leave (Domestic Workers)**
Sectoral Determination 7 gives pregnant domestic workers the right to take maternity leave
- **Basic Guide to Sick Leave (Domestic Workers)**
Rules for sick leave as prescribed by Sectoral Determination 7 for domestic workers.