



# labour

Department:  
Labour  
REPUBLIC OF SOUTH AFRICA



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## Basic Guide to Maternity Leave (Domestic Workers)

Pregnant women may take 4 months of maternity leave, starting 1 month before their due date.

### Application

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

- o work on **farms**; or
- o are covered by -
  - o **another sectoral determination**, or
  - o a bargaining council **agreement**.

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

The provisions for maternity leave do not apply to domestic workers working less than 24 hours a month for an employer.

### See

- o [Sectoral Determination 7: Domestic Workers](#)  
Special rules governing the employment of domestic workers

### Number of Leave Days

Pregnant workers are entitled to at least 4 consecutive months of maternity leave.

### Timing of Leave

Workers may take maternity leave 1 month before their due date, or earlier or later as agreed or required for health reasons.

### Safety of Pregnant or Nursing Workers

A worker who is pregnant or nursing may not do work that is unsafe for her or her child.

### Related Links

- o [Basic Guide to Annual Leave \(Domestic Workers\)](#)  
Rules for annual leave as prescribed by Sectoral Determination 7 for domestic workers
- o [Basic Guide to Family Responsibility Leave \(Domestic Workers\)](#)  
Under Sectoral Determination 7, domestic workers may take paid leave to attend to certain family situations
- o [Basic Guide to Sick Leave \(Domestic Workers\)](#)  
Rules for sick leave as prescribed by Sectoral Determination 7 for domestic workers.
- o [Basic Guide to UIF Maternity Benefits](#)  
Workers on maternity leave may claim for benefits from UIF.
  - o [How To Claim UIF Maternity Benefits](#)  
Workers on maternity leave must apply for benefits at their nearest labour centre.
  - o [Form UI-2.3 - Application for maternity benefits](#)  
This application form is for claiming for maternity benefits.