



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA



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Basic Guide to Public Holidays (Domestic Workers)

Workers must get paid time off for public holidays, but if they agree to work, they must be paid double their normal wage.

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

Pay for Public Holidays

Workers must get paid time off for any public holiday that falls on a working day.

Working on Public Holidays

Working on a public holiday is by agreement only.

Workers must be paid double the normal wage for working on a public holiday.

Exchanging Public Holidays

A public holiday can be exchanged with another day by agreement.

Public Holidays and Annual Leave

A public holiday cannot be counted as annual leave.

Related Links

- [Basic Guide to Overtime \(Domestic Workers\)](#)
 - Sectoral Determination 7: Domestic Workers regulates overtime working hours and pay for such hours.
- [Basic Guide to Working Hours \(Domestic Workers\)](#)
 - Sectoral Determination 7 regulates working hours and rest periods for domestic workers.