

Paid Leave following childbirth In South Africa

Duration of Paid leave

Leave periods available	Months
Paid Maternity Leave	00
Paid Paternity Leave	00
Paid Parental Leave	00

Eligibility

Group	Maternity Leave	Paternity Leave	Parental Leave
Employed	+	+	+
Self-employed	-	-	-
Student	-	-	-
Unemployed	-	-	-
Adoptive parent	+	+	+
Grandparent	-	-	-
Migrant	+	+	+

Take-up rates

Leave type	%
Maternity Leave (% of pregnant/young mothers)	NDA
Paternity Leave (% of fathers)	NDA
Parental Leave (% of mothers)	NDA
Parental Leave (% of fathers)	NDA

Responsibilities

Maternity Leave
Covered by Unemployment Insurance. The payments are done after application by a Fund directly to employee.

Paternity Leave
Covered by Unemployment Insurance. The payments are done after application by a Fund directly to employee.

Parental Leave
Covered by Unemployment Insurance. The payments are done after application by a Fund directly to employee.



History of leave policy and current changes

Leave policy in South Africa is governed by different national legislation for the private and public sectors. There are also specific collective agreements made with a variety of employment sectors.

New legislation from 2019 added paternity and parental (adoption and surrogacy) leave to maternity leave. The different types of leave are unpaid for employers, but there is a national unemployment fund that assist parents if they contributes and applied.

Because leave is unpaid there are no take-up statistics available.

Definitions

Maternity Leave

Leave available to mothers and adoptive/surrogate mothers only. It is usually understood to be a health and welfare measure, intended to protect the health of the mother and newborn child, to be taken before, during and immediately after childbirth.

Paternity Leave

Leave generally available to fathers, adoptive fathers or life partners, to be taken at the birth of a child, and intended to enable the father to spend time with his partner, new child and older children.

Parental leave

Leave available to adoptive and surrogate mothers and fathers, as a non-transferable individual right they can use to spend time with the new born or adoptive child.

Introducing the network on leave policies and research

The international network on leave policies and research, consists of over 60 members, all of whom are experts on leave issues and who come from 43 countries across the world. Members bring not only expertise to the network, but great commitment and enthusiasm, enabling the group to grow and flourish without any regular source of external funding and to provide a unique forum for exchange, dialogue and collaboration on issues of care, employment and gender.

Detailed Country Notes, Cross-country tables and definitions of leave policies are available at www.leavenetwork.org/leave-policies-research/

Recent publications

No relevant recent publications

Contacts

General inquiries, membership and seminars:

Ann- Zofie Duvander, Stockholm University ann-zofie.duvander@sociology.su.se

Margaret O’Brien, University College London m.obrien@ucl.ac.uk

Annual review:

Sonja Blum, University of Hagen

Alison Koslowski, University of Edinburgh

Alexandra Macht, Oxford Brookes University

Legend:

NDA = No dataavailable

Contacts South Africa

Dr Herman Kasselmann

The Aurum Institute

hkasselmann@auruminstitute.org