



SOUTH AFRICA: PATERNITY, ADOPTION, SURROGACY LEAVE TAKE EFFECT

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South African paternity and parental leave entitlements, including new coverage for adoptive and commissioning parents in a surrogate motherhood agreement, are in force from 1 Jan 2020. The [Labour Laws Amendment Act](#) was published on 27 Nov 2018, but the effective dates were unknown. Leaves are unpaid, but employees can claim benefits under the Unemployment Insurance Fund. The leave entitlements include:

- An increase to 10 from three days of leave entitlement for fathers and non-primary caregiver parents.
- Ten consecutive weeks of parental leave for parents adopting a child under the age of two from the date when the adoption is granted or pronounced by the court. The non-primary caregiver would be entitled to 10 consecutive days' leave. Parents who contract for delivery of a child through a surrogacy agreement would be entitled to the same leave arrangements from the child's birth.

RELATED RESOURCE

- [Labour Laws Amendment Act 10 of 2018](#) (Government of Republic of South Africa, 27 Nov 2018)

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