



labour

Department:  
Labour  
REPUBLIC OF SOUTH AFRICA



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## Basic Guide to UIF Maternity Benefits

Workers on maternity leave have the right to claim from the UIF. Workers must apply and will be paid at the labour centre of their choice.

### Application

The Unemployment Insurance Act and Unemployment Insurance Contributions Act apply to **all employers and workers**, but not to -

- workers working **less than 24 hours** a month for an employer;
- **learners;**
- **public servants;**
- **foreigners** working on contract to be repatriated at the end of the contract;
- workers who get a monthly **State (old age) pension**; since 07/02/2007, no longer excluded from contributing towards UIF or
- workers who only earn commission.

Domestic employers and their workers are included under the Act since 1 April 2003.

### See

- Unemployment Insurance Act No. 63 of 2001

Provides security to workers when they become unemployed.

### Claiming

#### Who can claim?

You cannot claim if you -

- get benefits from -
  - the Compensation Fund for an occupational injury or disease; or
  - any other unemployment fund; or
  - have been suspended from claiming because of fraud.

You can claim if you are on maternity leave.

*Based on legislation in Section 14, Section 24, Section 36, of the Unemployment Insurance Act*

#### When must I claim?

Workers must apply as soon as they go on maternity leave.

*Based on Legislation in Section 25 of the Unemployment Insurance Act*

#### How long can I claim for?

Workers can claim for 17 weeks.

Workers who miscarry in the third trimester or have a stillborn child can claim for six weeks.

*Based on Legislation in Section 24, of the Unemployment Insurance Act*

#### How do I claim?

Workers must fill in the application forms and, together with other required documents, hand it in at a labour centre.

### Benefit Payments

#### How will I be paid?

Benefit payments will be paid at your bank account.

*Based on legislation in Section 23, of the Unemployment Insurance Act*

### Tax

No tax is payable on the benefits.

*Based on Legislation in Section 34 of the Unemployment Insurance Act*

### Overpayments

If you get more money than you should, you must pay back the extra money.

*Based on Legislation in Section 35, of the Unemployment Insurance Act*

### Related Links

- [Basic Guide to Learnership Agreements](#)  
Under the Skills Development Act, an agreement must be signed by the learner (a type of apprentice), employer and training provider
- [Basic Guide to UIF Disputes](#)  
Workers are entitled to appeal against decisions of the Commissioner or claims officer.
- [How To Claim UIF Maternity Benefits](#)  
Workers on maternity leave must apply for benefits at their nearest labour centre.

