

I'm human



The Labour Law on Working Hours in South Africa provides a framework for regulating the amount of time employees spend at work. The Basic Conditions of Employment Act (BCEA) sets the maximum limits on working hours to ensure that employees are not overworked and receive adequate rest and recreation periods. Key components include:

- Maximum Ordinary Hours:** 45 hours per week, with a maximum of 9 hours per day for a 5-day workweek and 8 hours per day for more than 5 days. Overtime: Voluntary and agreed upon, paid at 1.5 times the normal rate, with double pay on Sundays/public holidays, limited to 3 hours per day or 10 hours per week. Compressed Work Weeks: Up to 12 hours per day with agreement, averaging work hours over up to 4 months without exceeding standard limits.
- Night Work:** Requires allowance, transport, or reduced hours, and must be compensated if no mutual agreement on reduced hours.
- Weekend Work:** Paid at double rate unless it's a normal work day, with normal overtime rates applying if Sunday is a regular work day.

The South African Basic Conditions of Employment Act sets guidelines for employee compensation and working arrangements. Employees are entitled to a daily lunch break after five continuous hours of work, with breaks allowed to be as short as 30 minutes by agreement. Overtime is defined as more than four hours worked beyond the standard eight-hour day or six-day week, depending on the contract. Employees who work night shifts receive compensation and can expect to be paid at a double rate unless it's an ordinary working day in their contract. The Act regulates normal working hours, with limits of 8 hours per day for five-day weeks and 8 hours/day for five days plus 5 hours/day for six-day weeks. Employees are entitled to daily and weekly rest periods, including lunch breaks, which can be paid at a reduced rate by agreement. A written contract is required for 12-hour shifts, with limits on ordinary work hours and overtime. Employees must also receive appropriate meal intervals and compensation as outlined in the Act. The law sets a maximum of 45 hours per week for most sectors, with 50 hours allowed for some industries. Statutory overtime is permitted under specific conditions, including cases of urgency or extraordinary work needs, such as completing an inventory or addressing operational problems. Statutory overtime pay is compensated at a minimum wage supplement of at least 25%, although this may vary depending on the contract and employer agreement. Employees can redeem overtime wages as paid leave within 14 weeks or up to 12 months with their employer.

What is the law on working hours. Working hours according to labor law. What does the law say about working hours. Labour hours. Labour law standard working hours.