

KNOW YOUR RIGHTS

WORKERS IN ESSENTIAL SERVICES

WHAT ARE YOUR RIGHTS DURING THE LOCKDOWN PERIOD?

AS AN “ESSENTIAL SERVICES” WORKER, IT IS YOUR RESPONSIBILITY TO CONTINUE TO WORK DURING THE LOCKDOWN.

This means that the company, or division of the company, that you work for will carry on operating as normal during the lockdown period.

YOU ARE AN ESSENTIAL SERVICES WORKER IF YOU WORK IN THE PRODUCTION AND TRANSPORTATION OF “ESSENTIAL GOODS”.

ESSENTIAL GOODS ARE:

- 1) food and non-alcoholic beverages (this includes packaging or chemicals used for food)
- 2) cleaning or hygiene products
- 3) medical supplies, personal protective equipment, chemicals and packaging
- 4) fuel, coal or gas
- 5) basic goods like airtime and electricity

YOU ARE ALSO AN ESSENTIAL SERVICES WORKER IF YOU WORK IN:

- 1) Medical and health services (this includes any medical laboratory work)
- 2) Disaster management, like fire-fighting and medical emergency services
- 3) Banking and financial services
- 4) Grocery stores and spaza shops
- 5) Electricity production
- 6) Governmental services that are needed to keep social grants, essential home affairs services, municipal services and medical services running
- 7) Administration of birth and death certificates
- 8) Funeral services
- 9) Care for the sick, elderly and disabled or vulnerable persons

List continues on next page and will be updated as regulations are amended.

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- 10) Wildlife management, anti-poaching and veterinary services
- 11) News production and the related services, broadcasting and telecommunication services
- 12) Cleaning, sanitation and waste removal services
- 13) Judicial services in the courts, legal practitioners in certain circumstances and sheriff's offices
- 4) SARS services
- 15) SAPS, military, traffic control and correctional services
- 16) Post office services
- 17) Private security
- 18) Air-traffic control and management
- 19) Mining and refinery services for gold and coal
- 20) Accommodation for all essential services workers, persons in isolation, quarantine and the lockdown
- 21) Production and transportation of anything needed by an essential service worker or used in the production of an essential good
- 22) Transportation of any essential service worker or any patient
- 23) Tow-truck services
- 24) Call centre services relating to healthcare, safety, social support, government and financial services
- 25) Payroll systems
- 26) Maintenance services that cannot be put on hold for the 21 day lockdown

YOU HAVE THE RIGHT TO A PERMIT ALLOWING YOU TO WORK.

All businesses that will be allowed to provide essential goods and services are required to seek approval from the Department of Trade, Industry and Competition (the DTIC) in order for them to trade during the period of the lockdown

Your employer must provide you with a permit that you can show to authorities when you travel to and from work.

YOU HAVE THE RIGHT TO SAFE AND SANITISED TRANSPORT TO AND FROM WORK.

Essential service workers can get to work using taxis, buses, e-hailing services and private vehicles. Vehicles must carry fewer people than their normal capacity, and they must be properly sanitised.

If public transport is not available to take you to work, your employer must provide transport.

If you are an essential services worker, you have the right to a safe, secure and sanitised workplace.

IT IS YOUR RIGHT TO KNOW WHAT WORKPLACE CONTROLS ARE IN PLACE TO PROTECT YOU

Your employer must conduct a risk assessment in the workplace to determine the risk of exposure to COVID-19 which must be communicated to you.

THE DEPARTMENT OF LABOUR SUGGESTS THAT EMPLOYERS SHOULD CONSIDER THE FOLLOWING:

Putting in place measures such as air filters and necessary ventilation.

Providing physical barriers such as face shields.

Minimising the number of workers on site at any one time.

Allowing and encouraging sick workers to stay at home.

Developing emergency communication plans, including a task team for answering workers' concerns and internet-based communications, if feasible.

Providing workers with up-to-date education and training on COVID-19 risk factors and protective behaviours (e.g. cough etiquette).

Providing no-touch refuse bins, hand soap, alcohol-based hand rubs containing at least 70% alcohol, disinfectants, and disposable towels for workers to clean their hands and their work surfaces.

ARE YOUR RIGHTS BEING VIOLATED?

If your rights are being violated during the lockdown you can get access to **free legal assistance** from one of South Africa's public interest legal organisations.

**CALL THE HOTLINE ON
+27 66 076 8845**

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