

Table of comparison: Employment contracts

TYPE OF CONTRACT	DURATION OF CONTRACT	
	PERMANENT	FIXED-TERM
	Permanent contract	Fixed-term contract
Definition	Indefinite / Permanent Contract is ongoing, subject only to an agreed or normal retirement age, or termination by the employee (resignation) or employer, on the grounds of misconduct, incapacity or operational requirements	Fixed-term / Temporary A temporary employee is employed either for a specific period of time or in order to perform a specific task. The employment contract comes to an end once the specified period or the specified task comes to an end. This does not constitute a dismissal.
Full-time A full-time employee would normally work 5 or 6 days per week, and between 40 and 45 hours per week.	Permanent full-time contract The employee works full-time on an ongoing basis, subject only to resignation, dismissal on grounds referred to above, or retirement.	Fixed-term full-time contract The employee works full-time for a specified period of time, or until a specified task has been completed.
Part-time A part-time employee will usually work either less than 8 or 9 hours per day (for example a half-day employee), or less than 5 or 6 days per week (for example a domestic worker who works for an employer on three days per week)	Permanent part-time contract The part-time employee works on an ongoing basis, subject only to resignation, dismissal on grounds referred to above, or retirement.	Fixed-term part-time contract The part-time employee works on a contract for a specified period of time, or until a specified task has been completed.
Variable Time The employee's hours or days of work vary.	Permanent variable time contract The employee is on an indefinite contract of employment to work variable hours.	Fixed-term variable time contract The variable time employee works on a contract for a specified period of time, or until a specified task has been completed.
Casual (also referred to as <i>part-time</i> employment in the Labour Relations Act 66 of 1995) Casual employees are employed on neither a permanent nor temporary basis but on an irregular and <i>ad hoc</i> basis, and on average for less than 24 hours in any month.	N/A	N/A

