



SA AU PAIR SALARY REPORT

2026

South Africa's first survey of au pair salaries, benefits, and employment compliance

Based on 98 survey responses · June–August 2026

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Key Findings

35% of au pairs earn R8,001–R12,000/month — the modal salary band

73% of au pairs are not registered for UIF — across all salary levels

26% of au pairs receive no benefits whatsoever

82% of respondents are live-out au pairs

33% work more than 40 hours per week

This is the first independently collected salary dataset for South African au pairs. All data is au pair-reported and collected by AuPairly between June and August 2026.

Overall Salary Distribution

91 of 98 respondents provided a salary band. 7 respondents (7%) selected "I prefer not to say" and are excluded from salary tables.

Monthly salary band	Responses	% of salary responses
Under R3,000	2	2%
R3,001 – R5,000	19	21%
R5,001 – R8,000	23	25%
R8,001 – R12,000 ★ Modal	32	35%
R12,001 – R16,000	9	10%

Monthly salary band	Responses	% of salary responses
R16,001 – R20,000	3	3%
Over R20,000	3	3%
TOTAL	91	100%

The modal band is R8,001–R12,000 (35%). 60% of respondents earn between R5,001 and R12,000. The NMW for a full-time au pair from 1 March 2026 is R5,236/month at R30.23/hr.

Live-In vs. Live-Out

82% of respondents are live-out (n=80). 18% are live-in (n=18). Live-in au pairs earn a lower gross salary, with accommodation forming part of total compensation under SD7.

	Live-out	Live-in
Respondents	80 (82%)	18 (18%)
Modal salary band	R8,001 – R12,000	R5,001 – R8,000
Highest band represented	Over R20,000	R12,001 – R16,000

Salary by Region

Live-out respondents only. "Prefer not to say" excluded. KZN excluded (n=1 live-out).

Region	n	Modal band	Range
Gauteng	20	R8,001 – R12,000	R3k – R20k+
Cape Town / Western Cape	22	R8,001 – R12,000	R3k – R20k
Pretoria / Tshwane	15	R5,001 – R8,000	Under R3k – R20k+
Smaller cities / rural	15	R3,001 – R5,000	R3k – R16k

Gauteng (n=20, live-out)

Salary band	Count
R3,001 – R5,000	2
R5,001 – R8,000	1
R8,001 – R12,000 ★	11
R12,001 – R16,000	2
R16,001 – R20,000	2
Over R20,000	2

Cape Town / Western Cape (n=22, live-out)

Salary band	Count
R3,001 – R5,000	2
R5,001 – R8,000	5

Salary band	Count
R8,001 – R12,000 ★	10
R12,001 – R16,000	4
R16,001 – R20,000	1

Pretoria / Tshwane (n=15, live-out)

Salary band	Count
Under R3,000	2
R5,001 – R8,000 ★	7
R8,001 – R12,000	5
Over R20,000	1

Smaller cities and rural areas (n=15, live-out)

Salary band	Count
R3,001 – R5,000 ★	9
R5,001 – R8,000	4
R12,001 – R16,000	2

The geographic premium is real. Gauteng and Cape Town modal = R8k–R12k. Pretoria modal = R5k–R8k. Smaller cities modal = R3k–R5k.

Experience vs. Salary

Based on live-out respondents excluding "prefer not to say". The salary jump happens at the 3-year mark.

Experience	n	Modal salary band
No prior experience	10	R3,001 – R5,000
Less than 1 year	8	R5,001 – R8,000 (joint with R8–R12k)
1–2 years	19	R3,001 – R5,000
3–5 years ↑	16	R8,001 – R12,000
More than 5 years	20	R8,001 – R12,000

At 3+ years, 9 of 16 respondents earn R8k–R12k. The 5+ year group is most dispersed — 5 respondents earn above R16,000.

Hours Worked

Hours per week	Responses	%
Fewer than 10	15	15%

Hours per week	Responses	%
10–20 hours	13	13%
21–30 hours	15	15%
31–40 hours	23	23%
More than 40 hours	32	33%

56% of respondents work 31 or more hours per week. 33% work more than 40 hours.

Compliance: UIF, Payslips, and Benefits

Benefit or compliance item	Respondents	% of all 98
Meals during working hours	53	54%
Monthly payslip	29	30%
UIF registration	26	27%
Year-end bonus	26	27%
Data or airtime allowance	10	10%
No benefits at all	25	26%

*73% of au pairs report no UIF registration.
Non-compliance is flat across every salary band —
this is not a low-pay problem, it is market-wide.*

UIF Compliance by Salary Band

Salary band	n	UIF registered	%
Under R3,000	2	0	0%
R3,001 – R5,000	19	6	32%
R5,001 – R8,000	23	5	22%
R8,001 – R12,000	32	9	28%
R12,001 – R16,000	9	2	22%
R16,001 – R20,000	3	1	33%
Over R20,000	3	1	33%

UIF non-compliance sits between 22% and 33% at every salary band.

Methodology

Survey period: June–August 2026

Total responses: 98

Respondents: South African au pairs and nannies, recruited via the AuPairly platform, social media, and au pair/nanny Facebook groups.

Data collection: Google Forms. Salary collected as bands to reduce social desirability bias.

Salary analysis: 7 respondents (7%) selected "I prefer not to say" and are excluded from salary tables. Compliance figures use all 98.

Suspected duplicates: Two near-identical response pairs identified. Both retained. Removing one from each pair changes no band by more than 1 percentage point.

Limitations: Au pair-reported data only. Salary bands limit precision. KZN underrepresented (n=1 live-out). Sample may overrepresent urban/digitally-active au pairs. First annual survey — trend data from 2027.

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