

**AN EVALUATION OF THE CONDITIONS OF EMPLOYMENT FOR DOMESTIC
WORKERS IN THULAMELA LOCAL MUNICIPALITY**

BY

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The study focused on the evaluation of the conditions of employment for domestic workers. The objectives of the study are to evaluate the working conditions of domestic workers, to assess how employers treat them, to describe the role of the Department of Labour in enforcing law to combat ill – treatment and abuse of domestic workers and to describe the acts governing domestic workers.

The researcher used both quantitative and qualitative research paradigm to collect data. Purposive sampling method was used to select the respondents of this study. For this study two data collection instruments were used, namely questionnaire and interview. Data collected through questionnaires was analysed using statistical package for social science. Information was presented in a tabular form, frequencies and percentages. Data collected through interview was also analysed using thematic analysis and information was presented in a narrative form. Ethical considerations were followed throughout the study.

The Major Findings of the Study are:

The researcher found that employers of the domestic workers do not comply with the conditions of employment of domestic workers in the Thulamela Local Municipality, Limpopo Province. The findings revealed that majority of the respondents earn below the required wage as stated in the Sectoral Determination 7. It was also discovered that employers of domestic workers do not comply with the conditions of employment of domestic workers.

The recommendations of the study are:

The researcher recommends that total compliance on the side of the employers should be maintained at all times. Minimum wage should exist in national law which also covers domestic workers. Domestic workers should enjoy protection under Basic Conditions of Employment. Department of Labour must employ and deploy inspectors to monitor compliance in domestic service. Both domestic workers and their employers should have a copy of the basic conditions of employment as per "The Basic Conditions of Employment Act No. 75 of 1997" in their households.

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