

**THE IMPACT OF A LABOUR INSPECTION AND ENFORCEMENT
STRATEGY ON OCCUPATIONAL HEALTH AND SAFETY: THE CASE
OF TZANEEN LABOUR CENTRE LIMPOPO PROVINCE**

by

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MINI-DISSERTATION

Submitted in partial fulfillment of the requirements for the degree

MASTER OF PUBLIC ADMINISTRATION AND MANAGEMENT (MPAM)

in the

**FACULTY OF MANAGEMENT AND LAW
(Turfloop Graduate School of Leadership)**

at the

UNIVERSITY OF LIMPOPO

SUPERVISOR: Prof. SK Mokoena

2021

DEDICATION

This study is dedicated to my parents, Mapikwa Edwell and Elsie Thokozile Nxumalo

DECLARATION

I declare that 'THE IMPACT OF A LABOUR INSPECTION AND ENFORCEMENT STRATEGY ON OCCUPATIONAL HEALTH AND SAFETY: THE CASE OF TZANEEN LABOUR CENTRE LIMPOPO PROVINCE' is my own work and that all the sources that I have used or quoted have been indicated and acknowledged by means of complete references and that this work has not been submitted before for any other degree at any other institution.

Full names

Date

ACKNOWLEDGEMENTS

I would like to express my deepest gratitude and appreciation to the following people for the valued contributions to this study:

First, to my supervisor, Prof SK Mokoena, for his interest, guidance, motivation, knowledge and support throughout the course of this research project.

Second, to the Department of Labour managers, OHS inspectors, farm employers and farm employees for their willingness to provide valuable information at all times.

Third, to my husband, Moadi Aldreck Malope and my two sons Odumetse and Oratile Malope, my brother Kevin Nxumalo and his family for all their love, amazing support and prayers during the study tenure.

Fourth, to the Department of Labour Director General, Mr Thobile Lamati, who gave me the golden opportunity to study and also conduct research in the department of Labour.

Fifth, I would like to thank everyone who made a contribution to this study, in some way or another.

Last and above all, I thank God Almighty for the abundant and overwhelming strength at all times.

ABSTRACT

The study explored the impact of Labour inspection and enforcement strategy on Occupational Health and Safety with specific reference to Tzaneen Labour Centre in the Limpopo Province. The international Labour Organisation (ILO) 2017 world statistics indicate that 2.3 million women and men around the world succumb to work-related accidents or diseases every year and this corresponds to over 6 000 deaths every single day. The Department of Labour (DOL) Annual Reports (2007) indicates that in the Province of Limpopo, 1 717 workplaces were inspected to determine compliance with Occupational Health and Safety and only 825 were found to be compliant.

Literature indicate that most accidents and fatalities at the workplace are primarily due to reluctance by employers to provide safety clothing and equipment, lack of proper training on OHS, lack of safety policy and enforcement procedures, poor safety consciousness among workers and lack of strict operational procedures amongst others. A qualitative approach was used to conduct this study and a case study was selected as the most direct method to conduct the study and obtain insight. Interviews were conducted with DOL managers, OHS inspectors and farm employers. Questionnaires were administered to farmworkers.

The study revealed that there are few OHS inspectors at the Tzaneen Labour centre hence inspections are very minimal at the farms, this can assist in increasing number of places to be inspected and enforcing compliance. Findings also indicate that most farm employees are not cognisant with the OHS policies enacted to protect them and OHS records non-existent on many farms. The study recommends further rigorous training of the OHS inspectors, beefing up their numbers and equipping them with safety clothing and detection gadgets.

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CHAPTER ONE

INTRODUCTION AND BACKGROUND TO THE STUDY

1.1. INTRODUCTION

Department of Labour (DOL) is entrusted with a significant role of promoting sound labour relations and safety in the workplace as well as equity amongst employees at workplace.

DOL is expected to regulate the South African labour market for a sustainable economy through inspection, compliance monitoring and enforcement. This significant role is implemented through the labour inspection and enforcement policy in line with International Labour Organisation (ILO) practices. The South African labour laws depict and emphasize that there should be sound labour practices, social justice, and labour peace.

DOL is entrusted to ensure that workers are protected and not exploited in the workplace (DOL, 2017). For the department to effectively execute its constitutional mandate, should capacitate its workforce through Labour inspectors as agents of Occupational Health and Safety (OHS). The labour inspection and enforcement policy has been designed to “facilitate and ensure more effective implementation of an integrated approach to labour inspection in line with the principles of the ILO conventions and practices” as well as the Constitution of the Republic of South Africa, 1996 which is the supreme law of the country (Rice, 2006:73). The objective model policy is used holistically to ensure that all employers and workers comply with the requirements of the labour laws and the government should assist with the enforcement and compliance through a combination of advisory and enforcement measures to ensure decent work for all stakeholders.

The inspection and enforcement services (IES) unit was created to inspect and enforce these statutes at the workplace. Inspection cannot be separated from enforcement as the later derives its existence from the former. The DOL sets targets for workplace inspections, that is, Basic Condition of Employment Act, 1997 (Act 75 of 1997), Occupational Health and Safety Act, 1993 (Act 130 of 1993) and Employment Equity Act, 1998 (Act 55 of 1998) to be conducted annually as per policy. Despite all this planning and focus towards creating a healthy and safe workplace, there are glaring labour disputes, more injuries, and discrimination in the workplace. The researcher was motivated by the high occurrence of occupational injuries in the workplace despite the stringiest labour laws in the country and inspection and enforcement policy strategies being implemented by DOL. This study, therefore, attempts to investigate the impact of inspection and enforcement strategies on OHS in the Tzaneen Labour Centre, Limpopo province.

1.2. STATEMENT OF THE PROBLEM

The problem statement is the ‘heart of the researcher’ upon which the whole study is anchored (Leedy and Ormrod, 2010). The research problem is central to the study as it clarifies the researcher’s goals, approaches and directions of the entire researcher’s effort (Neuman, 2007). The focus of this study is on the OHS issue; hence the problem statement unfolds with the impact of inspection and enforcement strategies on OHS.

OHS measures are often perceived to be neglected by both the employer and employees yet it has dire consequences. The ILO states that a worker dies every 15 seconds, resulting in about 6 300 fatalities per day from accidents and occupational diseases. A total of 313 million injuries are experienced by workers annually, or 860 000 injuries daily (DOL, 2017). The alarming statistics do not paint the full picture of the problem as there are workplace accidents that might have not been reported. The DOL Chief Inspector, Mr. Tibor Szana, has reported that the current claims for fatalities, injuries, and diseases exceed R2 billion (DOL Annual report, 2017). The report further elucidates the magnitude of the problem by articulating that in Limpopo 1 717 workplaces were inspected to determine compliance with the OHS legislation and only 825 workplaces were found to be compliant.

Given such glaring statistics, one could ask, what impact do the inspection and enforcement strategies used have on the occupational health and safety of employees at the workplace? And, if this legislation could positively impact on employers to create a healthy workplace for all workers? The study attempts to discover by exploring the views of DOL officials and senior managers and also those of employers and employees in selected workplaces of Greater Tzaneen Local Municipality in the Limpopo Province.

1.3. MOTIVATION OF THE STUDY

The non-compliance of employers in the workplace has necessitated the researcher to embark on the study. The researcher was concerned about the strategy used by occupational health and safety to inspect and enforce compliance in the workplaces because, there are still many accidents and fatalities reported at the compensation fund. This study adds value and fills the gaps in the existing knowledge related to labour laws and policy implementation.

1.4. SIGNIFICANCE OF THE STUDY

This exploratory case study is significant in diverse ways as it will assist stakeholders to implement labour laws and policies as follows:

- Assist stakeholders to determine the effectiveness of inspection and enforcement policy in the Department of Labour;
- It may assist stakeholders to identify factors that hinder the implementation of inspection and enforcement policy in the Department of Labour;
- The study may assist senior managers to develop relevant strategies that will be used to enhance implementation; and
- The study may also close the gaps that currently exist in enforcing labour laws in the workplace. Failure to do so, employees will continue to be exploited despite the sound and stringiest laws in South Africa. Workplace injuries will continue to escalate, reported and non-reported due to various factors.

1.5. AIM OF THE STUDY

The study aims to investigate the impact of inspection and enforcement strategies by the Department of Labour on Occupational Health and Safety in the workplace of Tzaneen Labour Centre in the Limpopo Province.

1.6. RESEARCH OBJECTIVES

To achieve the aim of the study on the impact of inspection and enforcement on OHS strategies in Tzaneen Labour Centre in the Limpopo Province, the following research objectives are outlined below:

- To determine the impact of inspection and enforcement strategies in the Department of Labour;
- To examine the factors that hinder the effective implementation of OHS by DOL inspectors of Tzaneen Labour Centre in the Limpopo Province;
- To assess the level of incidents occurring in the workplaces of Tzaneen Labour Centre in the Limpopo Province; and
- To recommend strategies that can be used by Compensation of Occupational Injuries and Diseases Act (COIDA) to enhance the implementation of policies in the DOL the Limpopo Province.

1.7. RESEARCH QUESTIONS

Based on the above research objectives, the following research questions arise:

- To what extent is the impact of the OHS inspection and enforcement policies of the Department of Labour in the Limpopo Province?
- What are the factors that hinder the implementation of OHS inspection and enforcement policy in the Department of Labour in the Limpopo Province?
- What is the level of incidents occurring in the workplaces of the Tzaneen Labour Centre in Limpopo Province?

- What recommendations can be developed for the Department of Labour to advance the implementation of inspection and enforcement policy?

1.8. DEFINITION OF KEY CONCEPTS

For this study, the following concepts are defined in the context in which are used:

1.8.1. Inspection

Inspection is a process that involves close monitoring or scrutiny of activity to assess quality (Van Deventer and Kruger, 2012:250). The Cambridge advanced learner's dictionary (2008) seems to be more elaborate as it defines inspection as when one looks at something critically to check if everything is correct and legal. Inspection is "a process of assessing an environment, activity or object to determine quality against certain given standards or requirements" (Cambridge advanced learner's dictionary, 2008:748).

1.8.2. Enforcement

Enforcement is defined as an "act of compelling adherence of obedience to a particular law, rule or obligation" (Webster's Intermediate Dictionary, 2003:57). It implies therefore that in Labour issues, the inspectors compel employers to adhere to workplace stipulated laws such as conditions of service and fair Labour practices. Enforcement is a key mechanism of government to promote compliance (Landau, Cooney, Hardy and Howe, 2014).

1.8.3. Occupational Health and Safety

The Occupational Health and Safety Act, 1993 (Act 85 of 1993) consists of 50 sections approved by parliament. The purpose of this Act is to protect the health and safety of people at work. It further provides for the protection of people other than those at work, from hazards arising out of or in connection with activities of people at work. This Act applies to all workplaces where any person is at work temporarily or permanently.

1.8.4. Labour Relations Act, 1995 (Act 66 of 1995)

The Labour Relations Act (LRA), 1995 (Act 66 of 1995) aims to promote economic development, social justice, labour peace and democracy in the workplace. The Act contains provisions that outline the labour relations rights and responsibilities of the employers, trade unions and employees. It regulates the relationship between the employee and the employer.

1.8.5. Workplace

A workplace is an “establishment or facility at a particular location containing one or more areas” (Merriam-Weber Dictionary, 2003:787). In this study, a workplace is a particular location where people work such as factories, farms, mines, schools, hospital and so forth.

1.9. RESEARCH DESIGN AND METHODOLOGY

Research design essentially refers to the plan or strategy of shaping the research (Henning, Van Rensburg, Smit, 2004). A case study was selected as the most direct method that would investigate the impact of OHS inspection and enforcement strategies in the Tzaneen Labour Centre, Limpopo Province. The qualitative paradigm was adopted as the most appropriate approach for the study.

1.9.1. The qualitative approach

Leedy and Ormrod (2010:123) define qualitative research as “the gathering of extensive narrative data to obtain insights into a situation of interest not possible if using another type of research”. Creswell (2014:124) views qualitative research as “an inquiry process of understanding a social or human problem based on building complex, holistic pictures formed with words, reporting detailed views of informants and conducted in a natural setting”.

This best suits the issue at hand where the researcher wants to seek to understand in-depth from subjects or respondents. The researcher conducted interviews with the OHS inspectors and also administered questionnaires in the agricultural workplaces. The researcher was also influenced by literature which asserts that the qualitative approach can be traced back to the 1970s when it was declared a product of the late nineteenth century epistemological debate over the two major paradigms that guide educational inquiry namely; positivist (quantitative) and Anti-positivist (qualitative) paradigms. Specifically, the limitations of the positivist scientific method were that it “failed to address problems of human motives and bases of beliefs, habits and other socio-psychological preferences” (Creswell, 2014:219). This makes the Anti-positivist method more suitable for studies like this one, the researcher attempt to get data from the respondent's experiences and views which cannot be quantified scientifically but narratively described. A qualitative approach is relevant for the study because the research occurs in a natural setting, variables are not controlled, an overview of the situation is used and there was a prolonged contact with participants at the research sites (workplaces).

1.10. STUDY AREA

This study was based in Tzaneen. Tzaneen is a large tropical garden situated in the Mopani District of Limpopo province. It is considered the land of the silver mist because of its scenery. It lies 2 200 meters above sea-level. According to statistics South Africa (2011), Tzaneen has a population of 14 571 people of which 13% are white. Tzaneen may be defined as an agricultural area because there are approximately 203 farms.

1.10.1. Target Population

Somekh and Lewin (2006) define the research population as all the people and phenomena that are relevant to the study, from which a circumscribed sample will be selected for research. The study was conducted on the Farms in the Greater Tzaneen demarcation and the Department of Labour in the Limpopo Province. Limpopo Province comprises 13 regional offices and they are referred to as Labour Centres. The study

shall focus only on the Tzaneen Labour Centre situated in the Greater Tzaneen Local Municipality.

1.10.2. Sampling

Houser (2012) defines sampling as the potential participants who meet the description of the population access to the researcher. Purposive sampling was used to ensure that no other factors are determining the inclusion of individuals (respondents) and their workplaces except by chance alone. Two OHS Inspectors with two years of working experience will be sampled. Furthermore, three Senior Managers directly responsible for IES were targeted (Chief Inspector, OHS Specialist, and Principal Inspector). Ten Workplaces will be randomly selected thus, ten employers and ten employees from the respective employers. The researcher opts for purposive sampling because it will be easier to access the incidents of injuries reported and injury on duty claims registered in some of these workplaces since is the employee in the department seeks to be investigated. This study will have a total of twenty five participants.

1.11. DATA COLLECTION

There are two main types of data sources, namely; primary and secondary data. Primary data is collected directly from the research participants “which makes it transient” (McMillan & Schumacher, 2006:89). Primary data is deemed truthful as it is firsthand information. In this study, the researcher conducted face to face interviews with sampled participants to get firsthand information. The difference between primary and secondary data is that primary sources are firsthand accounts of a topic while secondary sources can be from existing literature such as books, journal articles and other related materials. With this study, secondary data augmented primary data collected via interviews and questionnaires. With regards to secondary data, the study used amongst other sources, books, journal articles, conference papers, DOL annual reports, DOL records, DOL memos, agendas and legislation. Data was collected from twenty five participants. Structured interviews were conducted to fifteen participants (ten

employers and five DOL officials) and ten participants (farm employees) were given questionnaires at the research sites and Tzaneen Labour centre.

1.11.1. The interview schedule

The interview schedule used in the study was the semi-structured questionnaire to provide flexibility for the respondents to give detailed responses. (Neumann, 2007:37). McMillan and Schumacher (2006:196-198) recount the central characteristics of exploratory interviews that are similar to this one as follows:

- They should have a beginning and an end;
- The interviewer should be neutral;
- Same standard questions should be asked to all respondents;
- To be conducted between interviewer and interviewee only; and
- The interviewer to have a professional tone and business-like focus.

1.11.2. The questionnaires

Semi-structured questionnaires with open-ended questions were used to augment views of employers and DOL officials collected via oral interviews. In constructing items for the questionnaires, the researcher took cognizance of the following:

The language used was simple and unambiguous (MacMillan & Schumacher, 2006: 298). That they start from simple questions to difficult ones. The questions aimed to extract data about the impact of inspection and enforcement strategy on OHS only. And that they will be answered by employees at their own pace and time and will be collected on an agreed date.

1.12. DATA ANALYSIS

According to Leedy and Ormrod (2010: 207), data analysis is “the process of making sense of the data collected”. Data was organized categorically and chronologically according to themes during analysis in this study. Thematic approach was used.

Thematic analysis is an inductive analysis where themes emerge from the data and are not imposed upon it by the researcher.

Data analysis was applied in two categories, namely; data analysis from primary and secondary sources. The analysis of primary data included views of the participants collected through interviews and questionnaires. The second category was an analysis of data from secondary sources. This included records, annual reports, transcripts and memos obtained from the DOL backed up by available literature. The data analysis from primary sources was in a thematic approach where tables and detailed descriptions took place, graphs and literature backup used to portray findings from these sources. The following steps as suggested by Leedy and Ormord (2010) were carried out during the thematic analysis:

- The organisation of details about the case study;
- Categorization of single instance;
- Identification of patterns and;
- Synthesis and generalization

1.13. ETHICAL CONSIDERATIONS

The researcher adhered to the following ethical considerations as per the university requirements to protect all respondents and their institutions. Barbie and Mouton (2012:106) argue that “human beings are not guinea pigs to be experimented with”. Therefore, when people are used for research purposes, their dignity, integrity, and safety should be safeguarded.

1.13.1. Permission to conduct the study

Firstly, a clearance certificate was obtained from the Turfloop Research and Ethics Committee (TREC). Permission to conduct the study was also sought from the Department of Labour at the office of the Director-General (see appendix 3). Furthermore, permission was sought from the farm owners to access their premises and

conduct an interview with the farmworkers and hand out a questionnaire (see appendix 9).

1.13.2. Informed Consent

Before the researcher could conduct interviews or hand out questionnaires, the purpose and aim of the study were explained to all participants. Any questions the respondents had were answered to ensure that respondents made an informed decision before agreeing to participate in the study and signed the informed consent form (see appendix 2).

1.13.3. Confidentiality

Confidentiality was maintained at all times. The researcher informed the respondents how their information was going to be used and that the information was stored securely and only the researcher and supervisor had access to the interview notes. The researcher further ensured that respondents remained anonymous by not revealing their names in the study.

1.13.4. Do no harm

The researcher took steps to ensure that respondents were not exposed to any harm by participating in the study. When the researcher realized that during the interview, some of the questions asked brought about particular emotions, the researcher made a referral for that particular respondent to see a psychologist at the nearest hospital or health Centre to ensure that the respondent's well-being is taken care of.

1.13.5. Respect and dignity

Each participant was treated with necessary respect and dignity; their rights were protected at all times.

1.13.6. Voluntary Participation

Participation was voluntary and the respondents could withdraw at any stage of the study for any reason. No monetary rewards were given to participants, however, the study findings and recommendations will be brought to the attention of the Director-General of Department of Labour for consideration to improve OHS in the workplaces.

1.13.7. Research findings and feedback

A copy of the research findings after the completion of the project was made available for those respondents.

1.14. LIMITATIONS

This study was carried out within the time-frame prescribed by the University of Limpopo hence the researcher had to work within the stipulated time to meet deadlines. The other limitation was that Tzaneen Local Municipality has its unique setting in terms of the Geo-socio-political settings. Therefore, the research findings could not be used to generalize the modus operandi in other provinces or countrywide. The researcher further acknowledged that some of the farmworkers were not able to understand English; as such the researcher was well-conversant and used both local languages (Sepedi and Xitsonga) to ensure that respondents can fully understand and participate optimally in the study.

1.15. SUMMARY

This chapter has introduced the background and problem statement of the study and also discussed the rationale for research questions. The chapter advanced the research objectives and definitions of terminology in the context within which are used in the study.

The chapter presented general overview on the impact of inspection and enforcement strategies by the Department of Labour on Occupational Health and Safety in the workplace of Tzaneen Labour Centre in the Limpopo Province. It further outlined in details the objectives of the study, definitions of concepts and the problem statement. In chapter two, a critical overview of related literature is provided.

CHAPTER TWO

REVIEW OF RELATED LITERATURE

2.1. INTRODUCTION

This chapter entails the review of the related literature on OHS issues. The literature study amongst others includes theoretical aspects of public administration and management which forms the basis for this research and it further discusses the legislative framework relevant to the study. Furthermore, the chapter presents practices of occupational health and safety as experienced internationally, nationally and locally.

2.2. THEORETICAL FRAMEWORK

The theoretical framework in research explains the behaviour of interest either social or natural phenomenon (Bhattacherjee, 2012). The study adopted, Stakeholder Engagement Model to understand how Occupational Health and Safety practices in farms could be enhanced.

2.2.1. Stakeholder Engagement Model

Stakeholder theory is considered to be one of the major management paradigms that determine how the organisation should be like (Harrison & Wicks, 2013). The theory is traced back from an ancient scholar Freeman (1984), who defined it as groups and individuals who can affect or are affected by the achievement of an organisation. To date, the model has been applied by many scholars as a strategic management tool that ensures an effective stakeholder engagement (Sinclair, 2011). The model is adopted because there are always conflicting ideas in stakeholder organisations about how other parties engage stakeholders with issues related to their organisations. Greenwood (2007: 315) emphasis that “stakeholder engagement promotes

accountability" in the sense that it is seen as a corporate responsibility approach. It is also evident in the scientific literature that stakeholder engagement provides for a more effective and responsible leadership role in an organisation as it assists in enhancing how organisations relate to their multiple stakeholders (Greenwood, 2007). The study adopts the stakeholder engagement to understand the impacts of Labour inspection and enforcement strategy of OHS. The following principles of stakeholder engagement are discussed concerning OHS labour inspection on farms.

2.2.2. Inform

This principle of engagement ensures how stakeholders are well informed about the processes and outcomes of an organisation (Greenwood, 2007). The importance of these principles is to provide stakeholders with balanced and objective information. This includes accountability and responsibility for submission and presentation of corporate documents such as annual accidents and safety and health incidences. Therefore, this method of engagement can assist both the farm owners and the DOL to account for the safety and health risks on farms.

2.2.3. Consult

Consultations of different stakeholders can be done weekly, monthly or in a quarterly meeting. As a result organisations can only decide on which method of consultations (can best suit their organisations and stakeholders and this can be done through different forms of consultations (Greenwood, 2007). The methods includes among others, surveys, focus groups, one-on-one meetings, public meetings and workshops and on-line feedback and discussion (Gao & Zhang 2006). Methods used depend on the nature of organisations. In this study, Labour inspectors visit the various farms to check compliance as per the section 28 of OHS ACT 1993 (Act 85 of 1993 as Amended) . It is along this line that Labour inspectors should continuously (either monthly or quarterly) engage with stakeholders and also seek health and safety

improvement plans where possible. Some of the improvements can be observed by the labour inspector.

2.2.4. Involve

Similar to inform and consult the method of engagement, involving multi-stakeholder forums advisory forums, consultative committees, and participatory decision-making processes improve stakeholder engagement in an Organisation (Greenwood, 2007). The involvement of DOL, farm owners and farmworkers are directly and indirectly responsible for the safety and healthy environment in the workplace. These stakeholders have a different role concerning the farm's production and safety of the work environment.

2.3. OCCUPATIONAL HEALTH AND SAFETY INTERNATIONALLY

Gomes, Arezes and de Vasconcellos (2016) carried out a phenomenological study on OHS in prime Brazilian industrial sites. Their main objective was to analyze perceptions of OHS in small construction and other large-scale work sites. They wanted to understand the current practices through interviews held with the main 'Actors' who were directly involved in small scale building sites as well as others who were involved in large-scale worksites. Their study revealed that, there were a weakness in the supervision of small construction projects. The major reasons was low visibility for these types of work and usually workers were given short deadlines. The other tangible reason discovered was a lack of knowledge about OHS. The study recommended the need to put greater emphasis on OHS principles in all companies.

Similar studies were carried out in Kenya by Kemei and Nyerere (2016). These two researchers wanted to prove the hypothesis that construction accidents do not just happen; but are initiated by unsafe acts and/or unsafe conditions. The study was carried out to identify the common accidents in construction sites and to examine the

characteristics of the injured and deceased workers and evaluate factors that cause these accidents in Kenya's capital City, Nairobi. The researchers cross-examined data from the Directorate of occupational safety and health (DOSH) from Nairobi ranging from 2010-2014. The study also used on sight questionnaires and covered sixty contractors in nine regions. The study revealed that most accidents peaked up between tea break (10h00) and lunchtime (13h00) between June and July. The study revealed that most injuries and deaths were due to objects falling from heights (37%). Being hit by a falling object (28%) and operating machines/equipment (20%). Twenty –four factors causing the accidents were identified with the top five beings:

1. Reluctance to provide resources for safety;
2. Lack of training on OHS;
3. Lack of a safety policy and enforcement procedures;
4. Poor safety consciousness among workers; and
5. Lack of strict operational procedures.

Among other recommendations, the researchers advised the improvement of safety in construction sites and that each company should have health and safety policy and provision of personal protective equipment (PPE).

2.4. OCCUPATIONAL HEALTH AND SAFETY IN SOUTH AFRICA

In South Africa, the most problematic sectors in terms of occupational injuries are in the Agriculture and Construction Sector (DOL, 2017). This study will focus on the inspection and enforcement policy and how effective it is in this changing workplace climate. The study intends to close the gaps that currently exist in enforcing Labour laws in the workplace. Failure to do so, employees will continue to be exploited despite the sound and stringiest laws in South Africa. Workplace injuries will continue to escalate, reported and non-reported due to various factors. According to Zungu (2018), South Africa's economy is rooted primarily in agriculture and mining and secondarily in manufacturing. This diverse economy contributes immensely to the mortality and morbidity of the South

African workforce as a result of occupational injuries and diseases. The researcher further eludes that while there is limited data on occupational injuries and diseases for South Africa, namely; rockfall accidents, silicosis in mining, tuberculosis and musculoskeletal injuries in healthcare, motor vehicle accidents and fall from heights in construction, noise-induced hearing loss as well as mental health issues across industries. These are but few causes for concern in occupational and environmental health and safety in South Africa.

2.5. ORIGIN OF LABOUR INSPECTION

The origin of labour inspection emanated from the establishment of the International Labour Organization (ILO). ILO was created in 1919 in Geneva and it focused on security, humanitarian, political, economic and desire to have permanent peace in the world (Rice, 2006). The ILO was also keen to protect workers from exploitation in the industrializing nations at the time. This led to an increased understanding of the world's interdependence to obtain similarity of working conditions in countries competing for markets. ILO focused on improving the following working conditions:

- Regulation of working hours including the establishment of a maximum working day;
- Regulation of labour supply, prevention of unemployment and provision of an adequate living wage as well as recognition for work of equal value;
- Protection of children, young persons and women; and
- Provision of old age and injury on duty benefits and protection of the interests of workers when employed in countries other than theirs (ILO, 1996-2010).

In South Africa, labour inspectors work under the Inspection and Enforcement Unit (IES) of the Department of Labour. IES is responsible for inspection of the work environment and enforces South African Labour laws to protect the workers who may not fight for their rights on their own. IES aims to ensure good working conditions for all employees (DOL, 2017).

2.6. THE ROLE OF LABOUR INSPECTORS

The primary role of Labour inspectors is to protect vulnerable workers from exploitation by their employers. The relationship between employees and their employer has mutual benefits, as the employer cannot do without employees and vice versa. However, the employees have less power in the relationship and are prone to abuse or exploitation. The inspectors should protect employees by enforcing labour laws. Rice (2006) asserts that Labour inspectors are part of the government administrative system and their role is to ensure compliance with all labour protection standards as well as developing labour relations constructively.

Other than field inspection duties, Labour inspection provides the following roles as articulated by the Occupational Health and Safety Act (OHSA) (Act 85 of 1993) and amplified by Rice (2006) advising employees and employers of their rights and obligations in terms of the law. Provide both proactive and reactive inspections. Investigate complaints made and conduct formal inquiries in terms of the OHSA. Endeavoring to secure compliance with an employment law by securing an undertaking or issuing compliance orders may monitor or enforce collective agreements, deal with certain social insurance matters in particular worker's compensation. Informed by the above, it may be deduced therefore that the roles of Labour inspectors are diverse but they aim to promote harmonious relations at the workplace and protect vulnerable workers from unscrupulous employers who may exploit them.

2.7. FACTORS AFFECTING THE IMPLEMENTATION OF OHS INSPECTION AND ENFORCEMENT POLICY

The ILO (2017) world statistics estimate that 2.3 million women and men around the world succumb to work-related accidents or diseases every year; this corresponds to over 6 000 deaths every single day. Worldwide, there are around 340 million

occupational accidents and 160 million victims of work-related illnesses annually. The ILO updates these estimates at intervals, and the updates indicate an increase of accidents and ill health. Labour inspection institutions, particularly those in developing countries, face numerous and unique challenges towards building and maintaining effective Labour inspection systems. Despite having introduced new laws and regulations in 2002 to combat the high occurrence of occupational health and safety (OHS) in China, a lack of thorough and strict implementation is major impediments to improvements in workplace safety. The overall situation condition of occupational health in China is still serious. Occupational health in China's 13th five year plan (FYP) period faces a series of challenges; future tasks include plans to add the employer and regulatory levels of occupational health management, and occupational health education and publicity to the current technology-dominated approaches (Wang, Wu, Kang, Huang and Pan, 2018).

Kanbur and Ronconi (2016:3) found that “countries with stronger labour laws tend to have weaker enforcement, a negative correlation that might be causal at heart”. Researchers have found that left-leaning governments tend to promote stronger labour regulations and better conditions for workers. Many of these researchers also find that labour laws are not always enforced with the necessary rigor. For instance, Greenhill, Mosley, and Prakash (2009) found that developing countries tend to strengthen their labour laws to match those of their trading partners but enforcement often lags. Brazil is one of those countries. Brazil is said to have active economic activities with industries ranging from agriculture, mining and manufacturing. In Brazil, approximately 720,000 occupational accidents occur each year, of which 2,800 are fatal (Cipa, 2018). It was reported that a lot of these occupational injuries and fatalities occurred mostly in small enterprises than in big companies. Reasons sighted for such is the lack of resources, poor management and lack of knowledge about occupational health and safety. Small enterprises are essential for job creation and economic growth (Cunningham & Sinclair, 2015). Labour auditors are the most important suppliers of OHS information and considered an essential intermediary and an initiator of the OHS culture (Olsen & Hassle, 2015).

South Africa has the stringiest labour laws and most workplaces are inspected but lacking in enforcement. The most problematic sectors in terms of occupational injuries are in the Agriculture and Construction Sector (DOL 2017). This is evident in the high number of claims registered with the compensation unit within the Department of Labour. There are no Labour auditors to verify OHS information and initiate coordination between COID and IES units. OHS inspectors use the very same inspection and enforcement policy model utilized by BCEA and EE inspectors to fulfill their duties. The policy, however, does not allow them to focus on the problematic areas and reduce accidents in the workplace but instead depicts that OHS inspector must meet the set inspection target just like Basic condition of employment act and Employment Equity inspectors. The OHS inspectors do not have sufficient time and resources to focus on reported incidents and investigate to further prevent such from occurring. The researcher noted that in Tzaneen Labour Centre, there are a lot of employees particularly from the Agricultural and Construction Sector registering occupation injuries claims and the OHS inspectors are not aware of such incidents at those workplaces. The Construction and Agricultural Sector, in general, has a fatal injury rate which is possible up to 5 times higher than the all-industry average (DOL, 2017). They have the largest number of fatal accidents to workers than in any other sector. They also have a poor record of protecting the public – each year, members of the public (including children) are killed as a result of construction work (e.g. while playing on unsafe or unguarded sites). There is a significantly higher risk of injury from manual handling; high rates of allergies from cement additives such as chromates; high rates of Hand-Arm-Vibration Syndrome; and very high risk of exposure to asbestos, including in demolition work (ILO, 2011).

The researcher further noted that having inspected workplaces, non-compliant employers are often not referred to statutory services for prosecution primarily because they are chasing targets. This study will focus on the inspection and enforcement policy and how effective it is in this changing workplace climate.

2.8. SUMMARY

This chapter has provided an in-depth review of related literature on OHS issues. The theoretical framework was explored; furthermore, the literature sources provided a legislative framework of the Labour inspection and enforcement strategy on OHS in South Africa. Statutes such as the Labour Relations Act 1995 (Act 66 of 1995), the Occupational Health and Safety Act 1993 (Act 85 of 1993) section 28, and the Basic Conditions of Employment Act 1997 (Act 75 of 1997) were explored. The chapter also explored in-depth OHS Internationally by visiting studies in Brazil, Kenya, and Tanzania. Recommendations on challenges faced by Labour inspectors were clearly articulated. These challenges faced by Labour inspectors were further elucidated by when the chapter visited their roles, enforcement strategies and factors militating against effective inspection and enforcement. The next chapter (three) provides the research design and methodology used in the study.

CHAPTER THREE

RESEARCH DESIGN AND METHODOLOGY

3.1. INTRODUCTION

As was previously alluded to in chapter one and two, DOL is entrusted to ensure that workers are protected and not exploited in the workplace. Thus, for the department to effectively execute its constitutional mandate should capacitate its workforce through Labour inspectors as agents of Occupational Health and Safety (OHS) in the workplace. The aim of this chapter is to describe the research methodology that was followed in this study. Thus, the manner in which the data was collected, analyzed and interpreted.

3.2. RESEARCH METHODOLOGY AND DESIGN

According to Brynard and Hanekom (1997:28) “research methodology focuses on the process of research and the decisions that the researcher has to take to accomplish the research project”. Research methodology has to comply with the principles of truth, validity and objectivity. Kumar (1999:137) states that “the concept validity is the ability of an instrument to measure what it is designed to measure”. The reliability of an instrument refers to its ability to produce consistent measurements every time. A research project can be conducted using quantitative or qualitative methods. The study is a pure qualitative research project. The study used the qualitative research method to attempt a reconstruction of facts according to the respondents’ perspectives. The study was conducted in the Tzaneen Labour centre. As alluded on chapter one, the sample size of this study was 25 participants.

3.2.1. Qualitative research

Qualitative research is a “systematic subjective approach used to describe life experiences and give them meaning” (Creswell, 2003:365). Its subjectivity is due to the fact that participants are able to express their feelings and view about their experiences. The methods of data collection involves active participation by participants and sensitivity to them during the study. The researcher strived to build rapport and credibility with the individuals in the study (Creswell, 2003). Qualitative research takes place in a natural setting. The qualitative researcher often goes to the site; for example, home or office of the respondent, to conduct the research (Creswell, 2003).

Qualitative research is fundamentally interpretive. Brynard, Hanekom and Brynard (2014:39) describe qualitative research as “empirical research where the data are not in the form of numbers”. The concern is with experience, as it is ‘lived’ or ‘felt’ or ‘undergone’. Support for this statement is provided by Welman, Kruger and Mitchell (2005:7) who argues that “qualitative research concentrates on the experiences of human behavior”. According to Bryman (1984:78) qualitative research can be construed as a qualitative strategy that emphasizes words rather than quantification in the collection and analysis of data rather than theories. In addition, the qualitative researcher views social phenomena holistically (Creswell, 2003:182). The selected methodology allowed the researcher to gather relevant and ‘rich’ information through interviews, in which respondents had the opportunity to express their feelings and experiences on the OHS in their respective institutions.

Qualitative research enables the researcher to explore the experience of cross border in relation to control of illicit trade. Within a holistic framework, “qualitative research attempts to discover the depth and complexity of a phenomenon” (Burns, 2000:25). According to Burns (2000:24) the characteristics of qualitative research include the following:

- Involving a broad, subjective and holistic approach, that tries to understand and explain human behaviour;
- Being humanistic because it is research with people, rather than on people;
- Being naturalistic as it explains a phenomenon from the unique perspective of the respondent;
- Involving the qualitative researcher as the main instrument in the research process;
- Using data gathering methods that are usually unstructured or semi-structured interviews and observation; and
- Using data analysis which involves the individual interpretation of words and therefore interpretative as its focus is on words rather than on quantities.

Using the guidelines provided by the characteristics of qualitative research, the qualitative exploratory, descriptive and explanatory approaches were used. There was no intent to generalize the findings to a larger context (Burns, 2000). In addition, no research has been done to investigate the working relations between the law enforcement agencies within the port of entry under study.

Advantages of a qualitative research (De Vos, Strydom, Fouch & Delport, 2002: 291):

- This approach is flexible. When a researcher notices a particular activity that may shed light on what is studied, the researcher may direct the research so that the activities is also studied; and
- Focus group interviews are a social oriented research procedure; they facilitate interaction between role-players and enhance the capturing of data generated by group interaction.

Based on the above advantages, qualitative research was hence suitable for gaining a rich understanding of the challenges of enforcing OHS strategy. In attempting to study this specific topic, a case study of the identified border in chapter one, the researcher deemed it fit that qualitative research would offer the best understanding of this topic.

Furthermore, the qualitative method usefully allowed the researcher to explore and highlight the challenges confronting Beitbridge port of entry towards control of illicit trade. Moreover, it became easier for the researcher to access and collect data for addressing the study topic through various documents and observations in the study area.

Disadvantages of a qualitative research (De Vos, Strydom, Fouch & Delport, 2002: 292):

- This approach is very laborious and time consuming, involving the researcher full-time for at least a matter of months. It is also expensive in terms of paying salaries of fieldworkers, who normally helps researchers with transaction; however in this case, none of fieldworkers were used since the researcher is multi-lingual; and
- Recruiting the right people to participate in the interview poses many difficulties. The difficulty of gathering the right people in focus group interviews, especially when the participants have transport problems, has to be overcome.

3.2.2. Research strategy

Babbie (1998: 79) distinguishes three most “common and useful purposes of research, namely; exploration, and description”.

(a) Exploratory research

Exploratory research could be regarded as a first stage in a sequence of study because a researcher may need to conduct an exploratory study to explore a new topic or issues on which little is known about. In this case, the researcher's goal is to formulate more precise questions that future research could answer. The exploratory research addresses the ‘what’ question. As a result, explanatory researchers find it difficult to conduct this type of studies because there are no or few guidelines to follow (Babbie, 1998: 79).

According to Welman, Kruger and Mitchell (2005:14), exploratory research is aimed at “investigating the full nature of the phenomenon, the manner in which it is manifested and the other factors with which it is related”. Burns (2000) indicates that exploratory studies are designed to increase the knowledge of the field. In addition, exploratory research allows the researcher to explore the dimensions of a phenomenon, the manner in which it is manifested and other related factors (Babbie, 1998; Mouton, 2001).

(b) Descriptive Research

Descriptive research presents a picture of the specific details of a situation. This research to some extent used a descriptive study to accurately describe the importance of citizen participation accurately because there are highly developed ideas, presenting basic background information so as to get a detailed picture of the subject. This will enable the researcher to measure the subject and provide an accurate profile of it (Babbie, 1998:80).

Define a descriptive research is defined as a collection of accurate data on the problem to be studied (Babbie, 1998). According to Burns (2000), descriptive research is defined as a way of discovering new meaning, describing what exists, determining the frequency with which something occurs and categorizing information. This is supported by Polit and Beck (2008:237) who argue that “a researcher who conducts a descriptive investigation observes, counts, describes and classifies”. The descriptive research is ideal for discovering new meaning by providing an accurate portrayal or account of porous borders.

3.2.3. Research paradigm

As mentioned above, qualitative research was used in this study to understand the thoughts and opinions of participants on OHS challenges at work environment. Their

contribution to the study provides a basis for OHS challenges. Leedy and Ormrod (2001) contend that qualitative research is used to answer questions about the complex nature of phenomena, often with the purpose of describing and understanding the phenomena from the participants' point of view.

It was important to choose an appropriate research paradigm and method of enquiry which was likely to produce a reasonable quality of data obtained in the research. Therefore, an interpretive, qualitative paradigm was favoured by the nature of this study. Interpretive research is a communal process, informed by participating practitioners and scrutinised or endorsed by others. Phenomena and events are understood through mental processes of interpretation which are influenced by an interaction with social contexts (Henning, Van Rensburg and Smit, 2004). Interpretative researchers assemble a comprehensive collection of records related to people, actions, context and the perceptions of participants to service as a basis for the inductive production of explanatory theory (Fox and Bayat, 2007). Bertram and Christiansen (2014) add to this argument by stating that for interpretivists, the purpose of social research is to understand the meaning which informs human behaviour. The interpretivists hold the belief that there is not a single reality or truth about the social world, but rather a set of realities or truths which are historical, local, and specific and non-generalisation. Thus, researchers make interpretations with the purpose of understanding human agency, behaviour, attitudes, beliefs and perceptions (Bertram & Christiansen, 2014).

One of the purposes of the qualitative approach is interpretation. The researcher was able to gain insights about the nature of a particular phenomenon, to develop new concepts or theoretical perspectives about the phenomenon and to discover the problems that exist within the phenomenon (Leedy and Ormrod, 2001). Ontologically, the interpretive paradigm locates the participants in the study, as well as the constructs being investigated within the description of governance that facilitate the management of the borders (Du Toit, Knipe, Van Niekerk, Van der Waldt and Dolve, 2002).

3.2.4 Population and Sampling

As alluded in chapter one, Somekh and Lewin (2006) define the research population as all the people and phenomena that are relevant to the study, from which a circumscribed sample will be selected for the research. This study was based in Tzaneen. Tzaneen is a large tropical garden situated in the Mopani District of Limpopo. It is considered the land of the silver mist because of its scenery. It lies 2 200 meters above sea-level. According to Statistics South Africa (2011), Tzaneen has a population of 14 571 people of which 13% are white and 87% black. Tzaneen may be defined as an agricultural area because there are approximately 203 farms.

Houser (2012) defines sampling as the potential participants who meet the description of the population access to the researcher. Purposive sampling was used to ensure that no other factors are determining the inclusion of individuals (respondents) and their workplaces except by chance alone. Two OHS Inspectors with two years of working experience were sampled. Furthermore, three Senior Managers directly responsible for IES were targeted (Chief Inspector, OHS Specialist, and Principal Inspector). Ten Workplaces will be randomly selected. Thus, ten employers and 10 employees from the respective institutions. The researcher is employed in the department under investigation. The researcher opted for purposive sampling because it was easier to access the incidents of injuries reported and injury on duty claims registered in some of these workplaces. This study will have a total of twenty five participants.

3.3. DATA COLLECTION AND ANALYSIS

The study has made use of multiple data collection strategies in order to collect the necessary data. This includes the literature review, analysis of statistics already produced by others, official publications and correspondence discussion documents, official papers presented at workshops and conferences, newsletters and pamphlets, newspaper surveys, theses and dissertations as well as material from the internet. Moreover, the interviews were used to collect primary data. This qualitative

methodology presented the researcher with an opportunity to gain an in-depth understanding of the OHS challenges occurring at workplaces. Sources of data used on this study are both primary and secondary. Primary data refer to new data collected by the researcher directly from the respondent for the first time and questionnaires and interviews. This type of data was only available upon solicitation in-loco at gathered at the research sites (Welman, Kruger & Mitchell, 2005; Burger, 1992). Secondary data refer to data that are already in existence and include books, journal articles and research papers. These data can be retrieved from sources such as databases or libraries (Mouton, 1996:25).

The data analysis collected through semi-structured interviews used a thematic content analysis. Braun and Clarke (2006) argue that a thematic analysis is a qualitative analytic method for identifying, analysing and reporting patterns (themes) within data. It minimally organises and describes data set in (rich) detail. However, frequently it goes further than this, and interprets various aspects of the research topic. Creswell (2003) asserts that an analysis in qualitative research consists of exploring the data, writing down ideas, and thinking about the organisation of the data in text segments or themes. Braun and Clarke (2006) further state that a theme captures something important about the data in relation to the research question and represents some level of patterned response or meaning within the data set. The following steps suggested by Leedy and Ormrod (2001) were followed when carrying out the thematic analysis in this study:

- Organisation of details about the case;
- Categorisation of single instance;
- Identification of patterns; and
- Synthesis and generalisation.

3.4. SUMMARY

This chapter briefly discussed the research methodology used in the study. An extensive usage of the qualitative methodology prevailed in the chapter. Additionally, the chapter advanced discussions on the research designs. The ensuing chapter presents the analysis and interpretation of the results of the study.

CHAPTER FOUR

AN ANALYSIS AND INTERPRETATION OF THE FINDINGS

4.1. INTRODUCTION

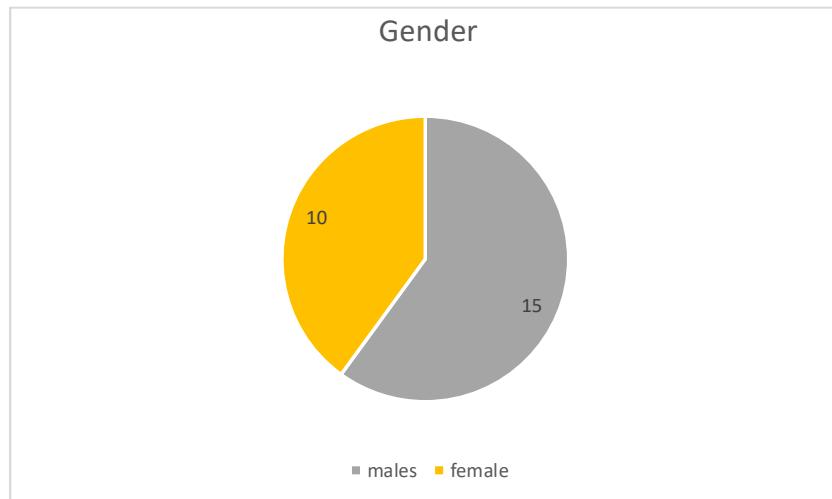
The focus of chapter three was on the description and rationale for the selection of the research design and methodology used to gather data for this study. This chapter focuses on the demographics and provides an analysis of the interview, as well as an analysis of data collected. The data was collected, presented, analysed and interpreted in response to problems posed (see appendices 6 and 9).

The chapter aims to report the relevancy of the findings. The main research question for this study is: what is the impact of labour inspection and enforcement strategy on occupational health and safety with specific reference to Tzaneen Labour centre? It is through the collection of data and its interpretation that the researcher attempted to develop a base of knowledge of the farmworkers, employers, OHS inspectors and Department of Labour (DOL) managers on their OHS experiences as a microcosm of the South African society. The sample was accessed at their respective workplaces.

4.2. DEMOGRAPHICS OF THE RESEARCH SAMPLE

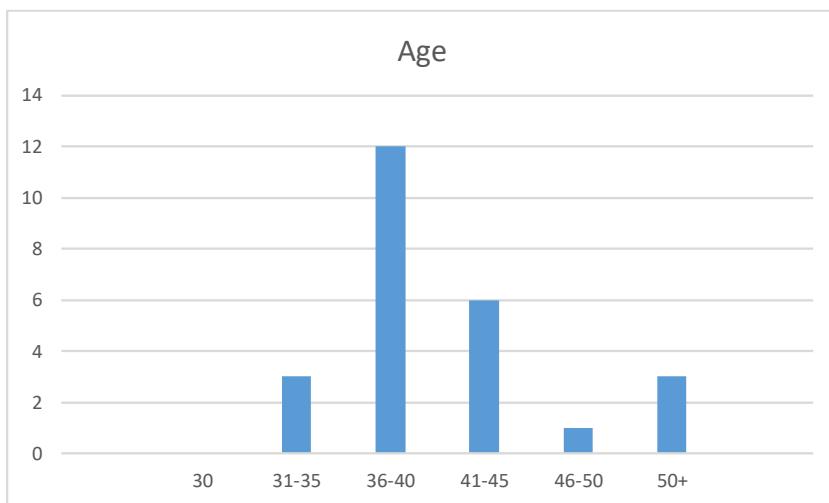
The research sample comprised of 25 participants/respondents from farmworkers, farm employers, OHS inspectors and DOL managers. The participants were requested to provide biographic information; that is, gender, age, qualification and years of experience in that position. This exercise was contained in section A of the questionnaire and the interview guide. The intention was to enhance the validity and reliability of the study as readers will have an insight into the caliber of the sample used. The socio-demographical data of all the respondents/participants is captured in the following charts:

4.2.1. Gender



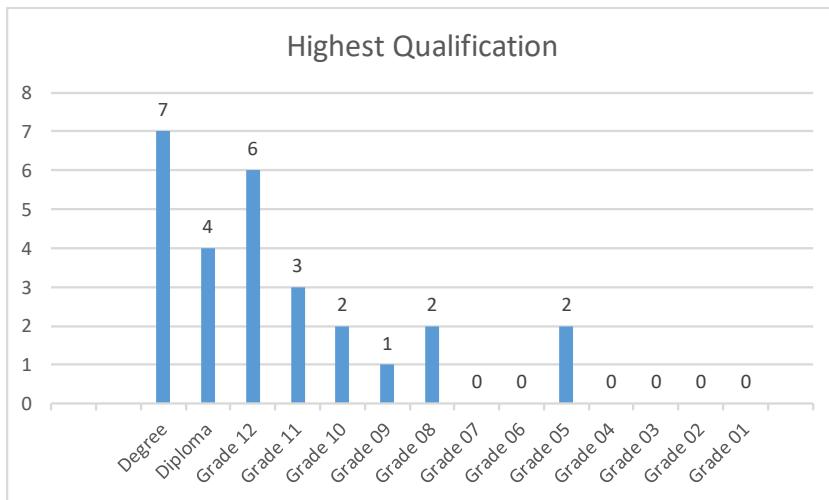
The information gathered from the chart 4.2.1.1 indicates that 10 respondents were females while the other 15 were males.

4.2.2. Age



The age of all respondents ranges between 31 and 50 years. Majority (12) of the respondents were ranging from 36 to 40 of age. Six respondents were aged between 41 and 45. Three participants ranging from 31 to 35 and three participants 50 and above. It was only one participant who was aged between 46 and 50.

4.2.3. Qualifications



The sampled participants/respondents in the research study comprise of graduates, with seven participants in possession of a degree and four participants a diploma. Six of them matriculated whilst the remaining ten have less than matric.

4.2.4. Years of experience



The majority of the participants/respondents have extensive experience in their respective workplaces. All of the participants have more than 2 years of experience.

Table 4.1: Gender, Age, Qualifications, Number of Years of R1 – R10

Respondent	Gender	Age	Qualification	Job description	Number of years/months on the farm
R1	Male	31-35	Grade 10	General worker	5 years
R2	Male	36-40	Grade 12	General worker	02 years
R3	Male	36-40	Grade 11	Labourer	09 years
R4	Female	36-40	Grade 10	Picker	5years
R5	Female	36-40	Grade 08	Picker	20 years
R6	Female	46-50	Grade 11	General Worker	4 years
R7	Female	36-40	Grade 11	General worker	11 years
R8	Male	36-40	Grade 12	General worker	4 years
R9	Female	50+	Grade 05	Picker	6 years
R10	Male	31-35	Grade 05	Picker	5 years

(Source: Developed by Researcher)

Table 4.1 depicts the socio-demographic data of the farm workers (10) who are the key subjects of the research. Five were females while the other five were males. The data

reveals that the farmworkers of Tzaneen are aged between 31 and 50. This is the active age conducive to the strenuous farm chores. Six of those are aged from 36 to 40, two are aged between 31 and 35, one is aged from 46 to 50 and the other one is above 50 years of age. The qualifications of the sampled farmworkers stand thus; two have a grade 10, three have grade 11, two have grade 05, two have a grade 12 and one grade 08. Eight out the ten sampled farmworkers dropped out of school before completing matric. The table also shows that the researcher purposively targeted different categories of workers at the farms. These range from general workers, pickers to labourers. Ideally, this was done to collect data on OHS from all categories of the workers as they are both vulnerable and privy to information with regards to injuries or even death at the farms. With regards to the years of experience at the respective farm, the table 4.1 reveals that one has 2 years of experience, two have 4 years of experience, three have 5 years of experience, one has 6 years of experience, one has 9 years of experience, one has 11 years of experience and the other one has 20 years. An interesting development at this juncture of the study is that the participants have experience on the farm's operations dating back from 2 to 20 years. These workers have the lucrative knowledge and experiences needed to safeguard them as per the Occupational Health and Safety Act 85 of 1993 discussed earlier on in chapter two of this study.

Table 4.2: Gender, Age, Qualifications, Number of Years of R11 – R20

Respondent	Gender	Age	Qualification	Number of years/months on the farm
R11	Male	41-45	Diploma	7 years
R12	Male	50+	Grade 12	25
R13	Female	36-40	Grade 12	4
R14	Male	36-40	Degree	3
R15	Female	36-40	Degree	7
R16	Male	41-45	Diploma	5
R17	Male	36-40	Grade 12	3
R18	Male	41-45	Diploma	6
R19	Male	36-40	Grade 12	3

R20	Male	41-45	Diploma	6
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(Source: Developed by Researcher)

Table 4.2 above depicts data about the farm employers or their representatives who participated in the study on behalf of the farm owners. The information gathered reveals that eight were males and two females. This may be an indicator that most farmers are males. The age ranges of the employers stand thus; three are aged from 41 to 40, one aged between 41 and 45, five aged from 36 to 40 and one over the age 50 years. This indicates that the farm employers are predominately in their active middle age group. Their qualifications in table 4.2 reveal that two have degrees, four diplomas, and four matric. The experiences of these employers on their respective farms stand thus; three have 3 years of experience, one has 4 years of experience, one has 5 years of experience, two have 6 years, two have 7 years, one has 25 years. This scenario depicts a wide spectrum of the experience the farm employers have which varies from 3 years to 25 years.

4.3. DEMOGRAPHICS OF OHS INSPECTORS

Tzaneen Labour centre has two OHS inspectors who conduct the inspection and are expected to also enforce the OHS 1993 (Act 85 of 1993) on all the employers under their jurisdiction. This act was enacted to compel every employer to provide and maintain a practical working environment that is safe and without risk to the health of all employees (Zungu, 2018). Both OHS inspectors were included in the study because when a sample is small, all entities should be included (Gay & Airasian, 2016:297).

Table 4.3: Gender, Age, Qualifications, Number of Years of R21 – 22

Respondent	Gender	Age	Qualifications	No of years As OHS inspector
R21	FEMALE	36-40	DEGREE	3
R22	FEMALE	41-45	DEGREE	10

(Source: Developed by Researcher)

Table 4.3 shows that both OHS inspectors are female. The two inspector's aging from 36 to 40 and 41 to 45 have degrees and experience in the position of OHS inspector as 3 and 10 years respectively. From the above, the study reveals that these two inspectors who are the prime source of the study are suitably qualified and experienced in OHS issues to 'unearth' information on labour inspection and enforcement strategy.

Table 4.4: Gender, Age, Qualifications, Number of Years of R23 – 25

Respondent	Gender	Age range	Qualifications	No of years as DOL manager
R23	Male	31-35	DEGREE	10
R24	Female	41-45	DEGREE	5
R25	Male	50	DEGREE	20

(Source: Developed by the Researcher)

Table 4.4 above shows the socio-demographical data of the three DOL managers. The data depicted in the table show that there are one female and two males responsible for OHS inspection and enforcement services at Tzaneen. They are aged as follows; one is aged from 31 to 35, another from 41 to 45 and the other above 50 years of age. All the three senior officials have degrees and their experiences as DOL managers stand thus; 10 years, 5 years and 20 years respectively. This further indicates that all the senior managers have requisite qualifications and experience to give valid and reliable data suitable for a study of this magnitude.

4.4. INTERVIEW GUIDE

Chapter three articulates that interviews were conducted to collect data from farm employers, OHS inspectors and DOL managers using an interview guide. The interview guiding questions were as follows:

In section B of the interview guide farm employers, DOL managers, and OHS inspectors were asked seven semi-structured questions as shown in Appendix 6, 7 and 8. The questions were primarily on their experiences on OHS, the enforcement strategy,

training, policies, challenges, the linkage between OHS inspections and compensation fund as well as suggestions for improvement on the inspection and enforcement strategy. The interview schedule was semi-structured to give flexibility to the interviewees. It also allowed the respondents a chance to give detailed responses (Neumann, 2000). Leedy and Ormrod (2015:193) and McMillan and Schumacher (2016:219) recount the central characteristics of these exploratory interviews that are similar to those that were carried out in this study. Thus:

.. the three interviews had a beginning and an end. The same structured questions were asked to the three interviewees and the researcher remained neutral throughout the interviews. The interviews were conducted between the interviewee and interviewer (the researcher). The researcher remained professional and business-like. Set the tone and pace of the proceedings. The interviews were all conducted in the respective offices of the OHS inspectors, DOL managers, and employers on different days. The interviews lasted for about thirty minutes. At the end of each interview, the researcher courteously thanked the interviewee. The findings of the interview are synchronized to answer the research questions which are systematically analysed using the categorized themes in the following section.

4.5. QUESTIONNAIRE

A Questionnaire was used to collect data from farmworkers. Before the questionnaires were distributed to the targeted respondents, all procedures on research ethics were observed. The structure and content of the questionnaires are attached herewith as Appendix 9. The researcher acknowledged the fact that some of the farm employees did not understand English and gave those vernacular translated versions (Appendix 9). The total number of questionnaires distributed were 10 and all of them were collected on agreed dates with all sections completed. On the collection of the completed questionnaires, the researcher individually and politely thanked the respondents.

4.6. DATA PRESENTATION, ANALYSIS AND INTERPRETATION

In this section, the thematic approach was used to present data collected from the interviews and questionnaires, provide an analysis of the responses in the interview and questionnaire and also interpreted data thereof.

4.6.1. Data presentation and discussion of the findings

4.6.1.1. Thematic approach

The thematic approach was used to analyse the data collected from primary and secondary sources. The researcher identifies the common issues that recur then identify the main themes that summarise all the views that have been collected (McMillan & Schumacher, 2014:387). This is the most common method for descriptive qualitative projects (Leedy & Ormrod, 2015:207). The key stages in the thematic analysis are reading and annotating the transcripts, this is the first basic step. At this stage, the researcher makes preliminary observations on emerging themes (mainly central ideas) that are unfolding (Barbie & Mouton, 2012: 204).

The next step is identifying themes and here the researcher started looking in detail at the data to identifying themes. Answering the recurring question ‘what is going on here?’ were deduced from all responses collected from the four categories of this research participants namely; farm workers (10), employers (10), OHS inspectors (2) and DOL managers (3). The researcher did not just “summarise the views of interviewees and transcripts but tried to think what the text is all about in response to the research questions posed” (Patton, 2012:440). Table 4.5 below shows the main themes identified and the categories that emerged from the thematic analysis process.

Table 4.5 Identification of the themes

THEME	CATEGORIES ANALYSED
The socio-demographic data of participants	- Table of participant's demographical data

Familiarity with OHS policies	<ul style="list-style-type: none"> - Availability of OHS policies. - Are all workers familiar with OHS regulations?
Training on OHS	<ul style="list-style-type: none"> - Have all employees been trained on OHS? - Frequency of the training
Keeping of records on OHS	<ul style="list-style-type: none"> - What records are kept? - casualties and fatalities
Visits by OHS officials	<ul style="list-style-type: none"> - Frequency of visits - Impact of visits - Compliance and prosecution
Improvement plans	<ul style="list-style-type: none"> - Suggestions for improving the impact of Labour inspection and enforcement strategy.

(Source: Developed by Researcher)

The themes identified in Table 4.5 are the focal point of this discussion and subsequently the interpretation. This means that the themes were used as headings and the categories as subheadings.

4.6.2. Theme 1: Familiarity with OHS policies

Farmworkers and farm owners or their representatives were asked if they were aware of safety measures and OHS policies at their workplace. This is what the participants (farm workers) have to say; respondents 1, 3 and 7 said "yes, we have a big chart on the wall which tells us about OHS". Respondents 2 and 5 simply said "yes". Respondent 4,6,8,9 and 10 expressed the notion that they are not aware except to be told to be careful and to read the OHS chart which they do not understand.

The Farm employers/representatives (R11- R20) had this to say, "we have OHS policies placed at the reception, in bathrooms and change rooms" respondents 11, 15, 17,19 and 20. Respondents 12 and R 13 said they are familiar with all the labour policies and they keep them in files and explain to all employees during workshops.

Respondents 14, 16 and 18 said they give copies to employees when inducting them and also include OHS issues on the agendas of their meetings.

The two OHS inspectors (R21 and R22) were asked the following question: are you familiar with OHS inspection and enforcement strategy and both R21 and R22 said "No". Similarly, the DOL managers (R23, R24, and R25) were asked, "What is the current OHS inspection and enforcement strategy?" The three DOL managers were all able to articulate that they guide inspectors by the departmental strategic plans, annual performance plan, and standard operating procedures which have goals, objectives, and targets. R24 emphasized that "our main aim is to protect the vulnerable workers and to ensure decent and safe workplaces".

From the above discussion, the study reveals that farmworkers may have OHS charts on the walls and may have individuals telling them about safety. One could ask, do all of them comprehend what they are told? Given the farmworkers educational background ranging from school dropouts at grade 8 to grade 12, many of them could not comprehend the strategies and procedures as outlined on the OHS chart? This implies that, more should be done by the DOL and farm owners to implement strategic effective cascading of the OHS strategy.

All the farm employers 'boasted' of files with statutes and OHS policies. Given that farm employees work with tractors, barns, plantations and so forth; these documents are of no use if they are not displayed around working environments or easily accessible. The sample of two OHS inspectors showed ignorance of the OHS inspection and enforcement strategy. This is a cause for concern for the DOL as their inspection should be guided by these departmental policies and strategies.

The last categories of participants are the DOL managers who unanimously agree that they are familiar with the OHS inspection and enforcement strategy. However, their familiarity can only be evident if they could indicate the strategic plans and standard operating procedures to the OHS inspectors who will, in turn, impact the employers they visit and subsequently the vulnerable workers. All the four categories of participants namely; farmworkers, farm employers, OHS inspectors, and DOL managers were asked

the question regarding OHS policies and procedures. The study revealed that, out of ten farmworkers (R1- R10) who answered the questionnaires, three (R1, R9 and R 10) never received any training on OHS policy and procedures despite having worked at the farms for periods ranging from 2, 5 and 10 years respectively. R1, R4, R6 received the training once every year and R7 and R8 four times per year.

This indicates a disparity in training on OHS for farmworkers. This also shows that some farm owners are not adhering to the provisions of the Basic Conditions of Employment Act 1997 (Act 75 of 1997) which spells out the need for occupational health and safety of workers (Rossouw & Oosthuizen, 2015). The DOL (2017) laments that most problematic sectors in terms of occupational injuries are in the agricultural and construction sectors. The ten employers of farmworkers (R11-R20) had various responses to the training they had on OHS. R11, R13, R16 and R20 mentioned that they attended training once when they were appointed managers at the farms and they use this experience to train the farms employees.

R12 said, "I attended OHS training when I was a student at university and have been using this experience at this farm since five years ago". R14 said "my boss (the farm owner) whom I represent insists that I must attend OHS training at least once a year". R15 stated that "I attended OHS training once six years ago, I always read new policies and regulations and cascades these to all my employees". R17, R18, and R19 said that they attended OHS training long ago but have delegated their human resources managers or farm managers to attend training annually and subsequently train the farmworkers, not all of them are trained.

From the above discussion, this study can reveals that there is a great difference in the way farm owners view the vitality and significance of OHS training in the farms. Some have approached it casually while others have delegated senior employees to see it done. Both OHS inspectors (R21 and R22) confirmed that they attend at least two training sessions or workshops per year where policies, practices, and strategies are discussed.

The three DOL managers had this to say; R23 indicated that “annually inspectors are taken through the financial year's objectives and targets. We also meet when it is necessary to identify policy challenges and plan remedial measures when needed”. R24 mentioned that “besides the set annual training and policy procedures, we meet regularly as and when the SOP (standard operating procedure) or the legislation is amended. Moreover, R25 stated that “we meet annually to review policies and strategically plan our work cycle. We also meet when it is identified that certain inspectors need training”.

The study reveals that DOL managers oversee the work of OHS inspectors. They meet to strategically plan and train them so that they could impact positively towards the implementation of strategies and policies which make the workplaces safe for all workers.

4.6.3. Theme 2: Training on OHS policies

All the four categories of respondents, namely; farmworkers, farm employers, OHS inspectors and DOL managers were asked the question about training on OHS policies and procedures. This is what the study reveals:

Out of the ten farm workers (R1-R10) who answered the questionnaire, three (R1, R9 and R10) never received any training on OHS policies and procedures despite having worked at the farms for periods ranging from 2, 5 and 10 years respectively. R1, R4 and R6 received the OHS training twice every year while R3 received training once every year. When it comes to R7 and R8, they attended trainings four times per year.

This indicates a disparity in training for farmworkers on OHS. This also shows that some farm owners are not adhering to the provisions of the BCEA 75 of 1997 which spells out the need for Occupational Health and Safety of workers (Rossouw & Oosthuizen, 2015). As alluded earlier, the DOL (2017) emphasises that most problematic sectors in terms of occupational injuries are in the agriculture and construction sector. The ten employers of farmworkers (R11-R20) had various responses on the training they had on

OHS. R11, R13, R16 and R20 mentioned that they attended training once when they bought the farms or when they were appointed managers at the farms and they use this experience to train their own workers on the farms. R12 articulated that “I attended OHS training when I was a student at the university and have been using this experience at this farm for the past five years ago”. R14 said “my boss (the farm owner) whom I represent insists that I must attend OHS training at least once year”. R15 specified that “I attended OHS training once six years ago. I always read new policies and regulations then cascade the information to all my employees”. R17, R18, and R19 said that they attended OHS training long ago but have delegated their human resources managers or farm managers to attend training annually and subsequently train the farmworkers, not all of them are trained.

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The study reveals that DOL managers ensure that OHS inspectors are trained on OHS policies and procedures. They meet to strategically plan and train the OHS inspectors at least twice per year. They train inspectors so that they could impact positively towards

the implementation of the strategies and policies which make the workplace safe for all workers.

4.6.4. Theme 3: Record keeping

The question regarding record-keeping were directed to employers. This is what they said: R11, R14, R16, and R19 had similar comments which could be summed as 'copies of injury on duty (IOD) as reported to the Department of Labour are kept in the company's offices'. R12, R13, and R17 all agreed that they are aware of the reporting procedures and the records to be kept. They report promptly when there are injuries or fatalities in their farms. R18 alluded that, "this is a file with all the IOD we have encountered and these IODs were reported to the DOL as per the Compensation of Occupational Injuries and diseases Act 1993 (Act 130 of 1993). R15 said "injuries do occur since some workers operate in dangerous places and at times with dangerous machines. At this farm, we report to DOL only serious cases like deaths and severe ones like that of one worker who lost two fingers whilst working with a mowing machine". R20 had not reported any injuries, hence he has no records to keep. He also said that when injuries occur, they send the casualties to their doctor for treatment.

The study reveals that some farm owners (employers) do keep records as demanded by the DOL in terms of Compensation of Occupational Injuries and Diseases Act 1993 (Act 130 of 1993) and as amended. However, some employers are not doing so as they are not cognisant of the vitality of the Act. In terms of the Basic Conditions of Employment Act (BCEA) 1993 (Act 75 of 1997), the DOL can send employer auditors in terms of section 63 (2) to enforce compliance with COIDA. Such auditors have the authority to check issues like company registration, accidents reported, return of earnings and so forth.

4.6.5. Theme 4: Frequency of visits by OHS inspectors

In terms of the OHS Act 1993 (85 of 1993), every employer has to maintain a healthy work environment without any risk to all workers. The act also compels employers with over 20 workers to have health and safety representatives in their establishments. A question on visits by OHS inspectors was directed to OHS inspectors and employers. Table 4.6 below summarises the number of visits on respondent's farms, compliance with DOL regulations and reasons for non-compliance if any.

Table 4.6 Frequency of visits in the last 2 years and compliance

Respondents	Number of visits in the last 2years	Were you found compliant	Reason(s) for non-compliance(if applicable)
R11	1	Yes	N/A
R12	2	No	No signs for extinguisher, machines not inspected
R13	1	No	No safety signposts
R14	1	No	No safety signposts. No safety clothing for workers.
R15	1	No	No safety clothing and inappropriate clothing for the machines.
R16	NIL	N/A	N/A
R17	2	Yes	Working hours not commensurate with BCEA.
R18	1	Yes	Safety measures not in place for most workers
R19	1	No	Unsuitable work clothes unpaid long hours of work.
R20	NIL	N/A	N/A

(Source: Developed by Researcher)

Table 4.6 reveals that visits to farms by DOL officials are not systematic hence uneven. For the past 2 years (dating back from April 2017 to May 2019 when this study was conducted) 2 farms were not visited, however only 6 were visited twice. The study reveals that the visits to the farms by the DOL officials are not even. This study also reveals that 5 out of 10 (50%) of the farms visited were not compliant due to varied reasons identified by the DOL officials. These include inappropriate clothing, more working hours per day than those stipulated by the BCEA, no safety signposts at the workplace and working with machines which pose danger to the user. The above anomalies make the farms dangerous working places for most workers. The DOL through OHS inspectors has the onerous duty as farms and mines have been identified as having the greatest statistics of injuries and deaths in South Africa (Zungu, 2018). Ironically, the OHS inspectors say none of the offenders (employers) were referred for prosecution. Table 4.3 re-enforces the assertions of the employers. The two OHS inspectors who are part of the research subjects revealed that: R21 said that she visited 180 sites and 90 (50%) were non-compliant, and R22 said that she visited 120 sites and 80 (66.7%) were non-compliant.

From the two sets of data (one from the Farm owners and the other from OHS inspectors), the researcher can deduce that most of the workers on farms around Tzaneen are exposed to danger or occupational hazards.

4.6.6. Theme 5: Improving labour OHS inspection and the enforcement strategy

Both the OHS inspectors and DOL managers were asked how the labour OHS inspection and enforcement strategy could be improved.

R21 suggested the following:

- Standard operating procedure (SOP) for OHS must be reviewed and not copied from BCEA's SOP;
- There should be coordination between the DOL inspectors and statutory officials so that offenders may be prosecuted;

- Some of the offenses noted are minor in that they do not warrant prosecution; and
- OHS inspectors must specialise according to their qualifications.

R22 summed her opinions as follows:

- Inspections should be done to all employers or workplaces including government buildings and foreign national's shops;
- All inspectors should have the essential equipment and technical resources such as vibration sensors, measuring tapes, noise detectors, light sensors, cameras, gas monitors, etc.;
- The 180 inspection target per year should be reviewed, some companies are so huge such that the inspector spends more than one day to inspect the workplace;
- The DOL should reorganize and have two distinct categories of inspectors namely; those responsible for incidents or fatalities and those who do normal inspections;
- Each Labour centre should have OHS inspectors commensurate with the workload in that area/region;
- OHS inspectors should be given appropriate clothing for the visits and identification cards or badges;
- The budget for OHS is limited, it should be increased; and
- OHS inspectors must work on shifts with some on standby.

The DOL managers (Respondents 23, 24 and 25) were also given the same question and this is what they said;

R23 expressed that "there is a need to organise more training workshops for OHS inspectors. This initiative will help those who are struggling with their work. It will also help explain and solve the challenges they face". R24 uttered that "there is a need for more advocacies on OHS, especially on workplace safety and compensation. This should be directed towards employers, employees and trade unions". R25 pronounced that "all non-compliant employers should be prosecuted. There is also a need to regularly amend regulations and enforce the law.

From the views expressed on theme five, the views expressed by OHS inspectors and DOL managers reveal the following about Tzaneen Labour centre and the research sites where the data was collected. The OHS inspectors expressed the view that the OHS inspector's work should be reviewed and not copied from the BCEA. They also request for specialisation within the section and coordination with prosecuting authorities. Another way suggested to improve their operations is the use of gadgets to detect anomalies at the workplace and a review of statutes and procedures such as the 180 inspection target per annum. Similarly, the DOL managers suggest more training workshops for OHS inspectors, advocacy for all key stakeholders (employers, employees, and unions) as well as prosecution of non-compliant employers. Further analysis of the data reveals that both OHS inspectors and DOL managers are advocating for:

- Coordinated rigorous training;
- Reviewing inconsistent policies; and
- Prosecution of non-compliant employers.

4.7. SUMMARY

This chapter has presented the data collected from the 25 respondents through questionnaires and face to face interviews. These data collection techniques were aimed at investigating the impact of labour inspection and enforcement strategy on Occupational Health and Safety with specific reference to the Tzaneen Labour Centre of Limpopo Province. The exploration of the respondent's views was informed by the techniques elaborated in Chapter three of this study.

The research findings indicate that the impact of labour inspection and enforcement is riddled with many challenges that may need immediate attention. Among these challenges are some key stakeholders namely; employers, employees, and OHS inspectors are not familiar with the current OHS policies and strategies, non-availability of OHS records on farms, frequency of visits being minimal and those not complying not

prosecuted. However, some suggestions collected may alleviate some of the challenges experienced in the Labour centre(s). These include rigorous training for OHS inspectors, increasing their number and the reviewing of certain policies and procedures. The next chapter presents conclusion, summary and recommendations, of the study.

CHAPTER 5

CONCLUSION, SUMMARY AND RECOMMENDATIONS

5.1. INTRODUCTION

The previous chapter has presented an analysis and interpretation of data, further presented findings in as far as the study entails. The aim of this chapter is to provide the summary, recommendations and the conclusion. The purpose of the study was to explore an analysis on the impact of labour inspection and enforcement strategy focused on how OHS inspectors impact on the farm environment vis-à-vis the safety and health of farm employees. Literature studies were constantly referred to when scrutinizing views of respondents to compare these views to literature. Data was collected from the field where by the following categories sampled were involved:

- 10 farm employees;
- 10 farm owners or their representatives;
- 2 OHS inspectors based at Tzaneen Labour centre; and
- 3 DOL managers based in Limpopo Provincial Office.

The views collected from these research subjects were presented, analysed and interpreted in the previous chapter. The current chapter focuses on the overview of the study, a summary of findings, recommendations, and conclusions.

5.2. OVERVIEW OF THE STUDY

The study has been structured into five chapters, namely:

Chapter one: Introduction and background to the study

This chapter presented the general introduction and background of the study, whereby the research questions, objectives, and rationale of the study were discussed. In

addition, this chapter also provided the structure of the whole study to create a scientific flow of the study.

Chapter two: Review of related literature

This chapter considered the review of literature on OHS issues. The literature studied amongst others includes theoretical aspects of public administration and management, which forms the basis for this research. It further discussed the legislative framework. Furthermore, the chapter presented practices of occupational health and safety as experienced internationally, nationally and locally through its labour inspectors.

Chapter three: Research methodology

Chapter three has discussed the research methodology used in the study. The study used both an empirical and theoretical normative research. It is a pure qualitative study. A quantitative approach is a research methodology that collects data from large numbers of respondents, and the results from the data often projected onto a wider population. This method is associated with analytical research (Kumar, 1999). Quantitative research methodology is dealing with data that is principally numerical (such as statistics and questionnaire) and the researcher never used this method due to the nature of this study. Qualitative approach is research that is used to collect descriptive data. It is an approach in which the procedures are not as strictly formalized, while the scope is more likely to undefined and more philosophical mode of operation is adopted (De Vos, Strydom, Fouch & Delport, 2002).

Chapter four: An analysis and interpretation of the results

This chapter has presented the data collected from the 25 respondents through questionnaires and face to face interviews. These respondents were drawn from farmworkers, farm employers (or their representatives), OHS inspectors and DOL managers. The data collection techniques were aimed at investigating the impact of labour inspection and enforcement strategy on Occupational Health and Safety with

specific reference to the Tzaneen Labour Centre of the Limpopo Province. The research questions were comprehensively answered and the research objectives were achieved.

Chapter five: Conclusion and recommendations

This last chapter presents a summary of the findings, concluding remarks and recommendations with regard to future researches towards any contributions in the field.

5.3. SUMMARY OF THE FINDINGS

The following presents the summary of the findings regarding the OHS inspection in farms around Tzaneen.

5.3.1. Findings with regards to familiarity with OHS policies

This study reveals that the OHS inspectors, many employers, and farm employees are not familiar with the details and provisions of the BCE

Act 1997(Act 75 of 1997) and the OHS Act 1993(Act 85 of 1993). This was evidenced by their confession and lack of copies of the Acts in files and the fact that in most farms visited, there is no health and safety representatives or committees. When most of the farm employees were responding to the questionnaire, they simply admitted that there is an OHS chart on the wall.

5.3.2. Findings with regards to training on OHS

Although the DOL managers and OHS inspectors attended many training sessions or workshops, it is not the same with employers (farm owners) and employees (farm workers). The responses reveal that farm employees are told of some basic safety

rules. This implies that in most farms there is no coordinated effective training for farm employees.

5.3.3. Findings with regards to the availability of OHS records on the farm

OHS records like training sessions on OHS training sessions conducted, injuries and fatalities recorded, reports sent to the Labour Centre and other stakeholders, are non-existent in most farms. Records are an empirical source of evidence to reveal compliance with labour laws.

5.3.4. Findings with regards to the frequency of OHS inspections on the farms

This study reveals that the frequency of inspection by OHS inspectors is erratic. This is evidenced by the fact that some farms have never been visited in ten years, some were visited once in two years while others were visited twice in five years.

5.3.5. Findings with regards to suggestions on improving labour inspection and enforcement strategy

Several strategies on improving Labour inspection and enforcement strategy were advanced by the OHS inspectors and DOL managers. These are inter alia:

- Increase in the number of OHS inspectors;
- Redefining and aligning of labour inspection in line with the challenges faced in the workplace during inspections;
- OHS inspectors to wear uniforms, carry identification badges and to carry testing gadgets;
- Non-compliant companies to be prosecuted. This will be achieved if OHS inspectors work with enforcement authorities and statutory services within DOL; and

- Labour inspectors should be split as follows: inspectors focusing on investigating incidents and inspectors conducting routine inspections.

5.4. RECOMMENDATIONS

As a result of the findings above, several recommendations are made to alleviate the challenges faced by OHS inspectors at the Tzaneen Labour Centre.

5.4.1. Recommendations with regards to familiarity with OHS policies

It is recommended that the DOL should allocate a group of farms to each OHS inspector to can conduct advocacy and subsequently familiarize the stakeholders with OHS policies and procedures.

5.4.2. Recommendations with regards to training on OHS policies and procedures

This study recommends that the serious void on OHS policies and procedures can be addressed by:

- Conducting farm-based workshops and seminars on OHS by DOL officials;
- Cluster-based workshops, conferences, and seminars conducted by DOL could assist to alleviate the state of ignorance on OHS depicted by many farm owners and their employees; and
- Cluster Labour officers could be established to constantly monitor, implement compliance and evaluate the impact of labour inspection.

5.4.3. Recommendation with regards to the availability of OHS records in the farms

This study recommends that each farm should have a policy on safety files availability and non-compliance record keeping. Stringent measures should be taken when records are not in existence. This may include prosecution.

5.4.4. Recommendations with regards to the number of inspection on the farms

This study recommends that OHS inspections should be conducted to each farm atleast once a year. This is only possible if more OHS inspectors are appointed at Tzaneen Labour Centre.

5.4.5. Recommendations with regards to suggestions on improving labour inspections and enforcement

- Intensive and extensive training and re-training of OHS inspectors on the inspection and enforcement strategy;
- Increase the number of OHS inspectors;
- Equip OHS inspectors with requisite safety clothing and tools/gadgets to be used when conducting inspections;
- Liaising with SAPS to accompany OHS inspectors when they go to perceived dangerous sites for inspection; and
- Labour inspectors to specialise in their diverse sectors such as agriculture sector OHS inspector, Construction OHS inspector and others.

5.4.6. Recommendation for future research

The researcher is of a view that much has not been done in the field of labour inspection and enforcement strategy. Further investigations can be done in other areas such as the impact of OHS inspection targets on the safety of farmworkers. This case study in Tzaneen Labour Centre within Limpopo Province could lead to further studies on the subject. An interesting study could be conducted on the perceptions of farm owners/representatives on the impact of OHS inspection. The idea behind this study would be to establish the farm owners (employers) views on the impact of OHS inspection on the farms.

Another study could be conducted to investigate the relationship between the frequency of visits Vis-a-Vis the health and safety of the farm employees. The idea behind such an investigation would be to correlate OHS inspections and the number of injuries or fatalities. The findings of the mentioned studies would confirm or deny if increased OHS inspections on farms reduce the number of injuries or fatalities.

5.5. CONCLUSION

The study investigated the impact of Labour inspection and enforcement strategy on Occupational Health and Safety at the Tzaneen Labour centre in Limpopo Province. A case study was conducted and it comprised 10 farms around Tzaneen Municipality. The purposively sampled research respondents were as follows: 3 DOL managers, 2 OHS inspectors, 10 farm owners/representatives, and 10 farm employees. A variety of literature was reviewed to establish and scrutinize scholarly views on the subjects. Different prominent scholars expressed the sentiment that OHS is essential in reducing or even eradicating injuries and fatalities at the workplace. The scholars agree that most of these unfortunate injuries and fatalities are due to negligence and company policies that focus on profits at the expense of the health and safety of workers. The study explored OHS statistics on injuries and fatalities worldwide citing Kenya, Brazil and the United States of America.

The research methods applied in this study was a qualitative approach. The thematic approach was used to present the data collected. The analysis and interpretation of data led to the findings of the study which in essence answered the research question. The major findings of the study were given. Pertinent to these findings was the view that OHS inspection and enforcement strategy is riddled with many challenges that have to be addressed. Various recommendations were advanced concerning the findings. Prominent to these recommendations is the researcher's assertion that rigorous intensive training on OHS policies and procedures is a must for all farm employees, their employers, and OHS inspectors. This could indicate compliance with Labour laws in the farms culminating in a healthy and safe environment for all farmworkers.

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ANNEXURE A

INTERVIEW GUIDES

APPENDIX 1

REQUEST LETTER TO RESPONDENTS

Dear Sir/Madam

I am a student at the University of Limpopo, pursuing a Master's degree in Public Administration and Management. As part of the course programme, I have to conduct a research in institutions such as farms, government department, etc.

I hereby invite you to take part in this enquiry as a respondent. Should you agree to participate, you will be asked 7 to 10 open-ended questions on "The impact of Inspection and Enforcement strategy on Occupational Health and Safety (OHS) in your organization". The purpose is to seek your professional opinion on the topic. Confidentiality and ethical considerations for the research respondents like you have been put in place.

Thanking you in anticipation for your participation.

Yours sincerely,

Prudence Nomthandazo Malope

APPENDIX 2

CONSENT FORM

Project title: The impact of a Labour inspection and enforcement strategy on occupational health and safety: the case of Tzaneen Labour Centre, Limpopo province

Project leader: Prudence Nomthandazo Malope (210040081)

I, hereby voluntarily consent to participate in the following project: "The impact of a Labour inspection and enforcement strategy on occupational health and safety: the case of Tzaneen Labour Centre, Limpopo province."

I understand the aim of the study and that my participation is voluntary and can withdraw at any stage for any reason. I am aware that the information that I provide will be treated with utmost confidentiality and will maintain anonymity in the research findings and report. I was given an opportunity to ask questions and on my own free will decided to participate in the study.

Signature of interviewee

Signature of interviewer

Signature of witness

Signed at _____ on this _____ day of _____ 20____

APPENDIX 4

RE: PERMISSION TO COLLECT DATA AT YOUR PREMISES FOR RESEARCH PURPOSES

Dear sir / Madam

I am a student at the University of Limpopo, pursuing a Master's degree in Public Administration and Management. As part of the course programme, I need to collect data from employers as well as their employees in line with my research topic.

The research title is: The impact of a Labour inspection and enforcement strategy on occupational health and safety: the case of Tzaneen Labour Centre, Limpopo province.

I therefore request permission to collect data at your work premises.

Kind regards

Malope PN

Student no: 210040081

APPENDIX 5

SOCIO-BIOGRAPHICAL DATA

1. Gender: Male Female (please tick X in the appropriate box)

2. Age Range: below 30 31-35
36-40 41-45
46-50 50+

3. Position in your company /institution? (e.g. Director, Manager, OHS Inspector, Farm worker etc.)
.....

4. Your Highest Qualification?
.....

5. Number of years in the Farm/ institution?
.....

APPENDIX 6

INTERVIEW GUIDE FOR EMPLOYERS

1. How long have you been working here as a Manager?
2. Are you familiar with the OHS policies and act?
3. Do you have your OHS policies for employees? If yes, briefly outline
4. Do you provide safety training and workshops for your employees?
5. Do you keep records of injuries and fatalities? If so, proof?
6. When were you last visited by OHS Labour Inspectors for Inspection?
7. Were you found to be complying? If not, what were the recommendations?
8. What are your experiences regarding Occupational Health and safety inspections and enforcement?
9. In your view, which strategy can be implemented to improve Department of labour OHS inspections and enforcement?

APPENDIX 7

INTERVIEW GUIDE FOR DOL MANAGERS

1. How long have you been working as a OHS manager at the department of Labour?
2. What is the current OHS inspection and enforcement strategy?
3. How often do the OHS inspectors receive training with regards to implementing the strategy?
4. Are there any challenges experienced with regards to implementation of the OHS inspection and enforcement strategy?
5. Upon evaluating the OHS strategy, do you think there is room for improvement? If yes, what can be done to improve?
6. Is there a link between OHS inspections and Compensation fund? If yes, what is the linkage?
7. In your opinion, what can be done to improve the OHS inspection and enforcement strategy?

APPENDIX 8

INTERVIEW GUIDE FOR OHS INSPECTORS

1. How long have you been working as an OHS Inspector in the department of labour?
2. How many training and workshops do you attend per annum in relation to OHS inspection and enforcement?
3. Are you familiar with the OHS inspection and enforcement strategy of the department of labour?
4. How many workplaces you inspect per annum?
5. Roughly how many did you find to be complying?
6. How many were non-compliant? Which sections are they mostly failing to comply with?
7. How many workplaces were prosecuted from those that were non-compliant?
8. Do you receive reports of accidents and fatalities from employers in the various workplaces you inspect from compensation fund?

9. In your opinion, what can be done to improve OHS inspection and enforcement strategy?

ANNEXURE B

QUESTIONNAIRES

APPENDIX 1

REQUEST LETTER TO RESPONDENTS

Dear Sir/Madam

I am a student at the University of Limpopo, pursuing a Master's degree in Public Administration and Management. As part of the course programme, I have to conduct a research in institutions such as farms, government department, etc.

I hereby invite you to take part in this enquiry as a respondent. Should you agree to participate, you will be asked 7 to 10 open-ended questions on "The impact of Inspection and Enforcement strategy on Occupational Health and Safety (OHS) in your organization". The purpose is to seek your professional opinion on the topic. Confidentiality and ethical considerations for the research respondents like you have been put in place.

Thanking you in anticipation for your participation.

Yours sincerely,

Prudence Nomthandazo Malope

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I understand the aim of the study and that my participation is voluntary and can withdraw at any stage for any reason. I am aware that the information that I provide will be treated with utmost confidentiality and will maintain anonymity in the research findings and report. I was given an opportunity to ask questions and on my own free will decided to participate in the study.

Signature of interviewee

Signature of interviewer

Signature of witness

Signed at _____ on this _____ day of _____ 20____

APPENDIX 4

RE: PERMISSION TO COLLECT DATA AT YOUR PREMISES FOR RESEARCH PURPOSES

Dear sir / Madam

I am a student at the University of Limpopo, pursuing a Master's degree in Public Administration and Management. As part of the course programme, I need to collect data from employers as well as their employees in line with my research topic.

The research title is: The impact of a Labour inspection and enforcement strategy on occupational health and safety: the case of Tzaneen Labour Centre, Limpopo province.

I therefore request permission to collect data at your work premises.

Kind regards

Malope PN

Student no: 210040081

APPENDIX 5

SOCIO-BIOGRAPHICAL DATA

1. Gender: Male Female (please tick X in the appropriate box)

2. Age Range: below 30 31-35

36-40 41-45

46-50 50+

3. Position in your company /institution? (e.g. Director, Manager, OHS Inspector, Farm worker etc.)
.....

4. Your Highest Qualification?
.....

5. Number of years in the Farm/ institution?
.....

APPENDIX 9 (English Version)

QUESTIONNAIRE FOR EMPLOYEES AT THE FARMS

1 How long have you been working for the farm?

.....

2 What is your job description?

.....

3 Are you aware of safety measures or policies in this farm?

.....

4 Have you ever received any training or workshop with regards to OHS? If yes, how often?

.....

5 Have you ever experienced injuries and/or deaths due to work accidents in this farm? If yes, please explain?

.....

.....

.....

6 Where do you report such work accidents, if any?

.....

7 How often have you been visited by the department of Labour asking about OHS?

.....

8 What are your experiences regarding OHS in the farm?

.....

.....

9 In your opinion, how can OHS be improved in the workplace?

THANK YOU!!!!

APPENDIX 9 (Sepedi Version)

QUESTIONNAIRE FOR EMPLOYEES AT THE FARMS

1 How long have you been working for the farm? / Ke sebaka se ka kanang o bereka mo polaseng?

.....

2 What is your job description? Mmereko was gago ke o fe?

.....

3 Are you aware of safety measures or policies in this farm? Aa wa tseba ka melao ya tshireletso mo polaseng?

.....

4 Have you ever received any training or workshop with regards to OHS? If yes, how often? O kile wa hwetsa hlahllo goba katiso ka melao yeo e nepilwego go shireletsa bashomi mo mmerokong?

.....

5 Have you ever experienced injuries and/or deaths due to work accidents in this farm? If yes, please explain? Naa o kile wa ewhetsa o gobala goba go hlokofala ka baka la dikotsi tsa mo polaseng? Ga eba karabo ya gago ke EE, ke makga a ma kae?

.....

.....

.....

.....

6 Where do you report such work accidents, if any? Dikgobalo tsa mo mmerekong ditlalewa kae ge eba dia hlolega?

.....

7 How often have you been visited by the department of labour asking about OHS? Ke makgehlo a makae mo lebilego la etelwa ke bashomi ba lefapha la bashomi ba tla go lebotsisa ka tsa tshireletso ya bashomi meshomong?

.....

8 What are your experiences regarding OHS in the farm? Ke maitemogelo a ma kaakang a gago mo go tsa tshireletso ya bashomi mo polaseng?

.....

.....

.....

.....

9 In your opinion, how can OHS be improved in the workplace? Go ya ka kakanyo ya gago, go ka dirwa eng go kaonafatsa le matlafatsa tsa tshireletso ya bashomi mo mmerekong?

.....

.....

.....

.....

THANK YOU!!!! KE A LEOGA!!!!

APPENDIX 9 (Xitsonga Version)

QUESTIONNAIRE FOR EMPLOYEES AT THE FARMS

1 How long have you been working for the farm? U sungule ku tirha rini eka purasi leri?

.....
.....

2 What is your job description? U tirha ku endla yini?

.....
.....

3 Are you aware of safety measures or policies in this farm? Xana wa swi tiva swisirhelela timhangu na milawu ya le ntirhweni kee?

.....
.....

4 Have you ever received any training or workshop with regards to OHS? If yes, how often? Xana u tshama u leteriwa hi swa rihanyu na ta nhlayiseko kee?

.....
.....

5 Have you ever experienced injuries and/or deaths due to work accidents in this farm? If yes, please explain? Xana u tshame u vaviseka kumbe un'wana a lova kwala purasini u tirhaka kona ke?

.....
.....
.....
.....
.....

6 Where do you report such work accidents, if any? Loko ku tshuka ku ve na timhangu, mi vikela mani?

7. How often have you been visited by the department of labour asking about OHS? I ka ngani va mi endzela va Ndzwulo ya timhaka ta vatisi hi timhaka ta vuhlayiseki na rihanyu emintirhweni kee?

.....
.....
.....
.....

8. What are your experiences regarding OHS in the farm? Vutivi bya wena mayelana na vuhlayiseki na rihanyu emintirhweni hi byihi kee?

.....
.....
.....
.....

9. In your opinion, how can OHS be improved in the workplace? Xana vuhlayiseki na rihanyu emintirhweni swi nga antswisiwa njhani?

.....
.....
.....
.....

HA KHENSA!!!

ANNEXURE C

LETTERS OF APPROVAL



University of Limpopo
Turfloop Graduate School of Leadership
P O Box 756, Fauna Park, 0787
Tel: (015) 268 4244, Fax: (015) 268 3874, Email: siphon.mokoena@ul.ac.za

To : Mr T. Lamati
Director-General: Department of Labour

From : Dr. Sipho K. Mokoena
Senior Lecturer and Study Leader: MPA Programme

Date : 12 March 2019

Subject : PERMISSION TO COLECT DATA FOR RESEARCH PURPOSE

Dear Sir

This serves to confirm that Ms Malope PN (210040081) is registered as a student at Turfloop Graduate School of Leadership (TGSL) in Master of Public Administration and Management Programme (MPAM).

She is currently conducting research for her mini-dissertation. As part of the requirements to complete her mini-dissertation, she needs to collect data in line with her research topic.

The title of her dissertation is: "**THE IMPACT OF A LABOUR INSPECTION AND ENFORCEMENT STRATEGY ON OCCUPATIONAL HEALTH AND SAFETY: THE CASE OF TZANEEN LABOUR CENTRE, LIMPOPO PROVINCE**".

Any assistance you can offer to the student will be most appreciation.

Kind regards.

Dr. Sipho K. Mokoena
Turfloop Graduate School of Leadership (MPA)



University of Limpopo
Faculty of Management and Law
OFFICE OF THE EXECUTIVE DEAN
Private Bag X1106, Sovenga, 0727, South Africa
Tel: (015) 268 2558, Fax: (015) 268 2873, Email: frikkie.ponelis@ul.ac.za

26 November 2018

Malope P.N (210040081)
TURFLOOP GRADUATE SCHOOL OF LEADERSHIP
Master of Public Administration

Dear Malope P.N,

FACULTY APPROVAL OF PROPOSAL

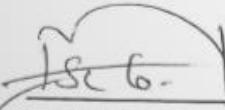
I have pleasure in informing you that your Masters proposal served at the Faculty Higher Degrees Committee meeting on **06 November 2018** and your title was approved as follows:

"The Impact of a Labour Inspection and Enforcement Strategy on Occupational Health and Safety: The Case of Tzaneen Labour Centre, Limpopo Province".

Note the following: The study

Ethical Clearance	Tick One
Requires no ethical clearance	
Proceed with the study	
Requires ethical clearance (Human) (TREC) (apply online)	
Proceed with the study only after receipt of ethical clearance certificate	✓
Requires ethical clearance (Animal) (AREC)	
Proceed with the study only after receipt of ethical clearance certificate	

Yours faithfully,

 27/11/18

Prof MP Sebola
Chairperson: Faculty Higher Degrees Committee
CC: Dr S.K Mokoena Supervisor, Dr E. Zwane, Acting Programme Manager and Prof MX Lethoko,
Acting Director of School.



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

Private Bag X117, PRETORIA, 0001, Labour House, 215 Francis Baard Street, PRETORIA,
Tel: (012) 309 7963, Fax: (012) 309 4532

06 June 2019

Enquires : TN Dire
Telephone: 012 3094186

Ms. P Malope
Department of Labour
LIMPOPO

Dear Ms. Malope

REQUEST FOR PERMISSION TO CONDUCT RESEARCH IN THE DEPARTMENT OF LABOUR

Your signed letter requesting permission to conduct research refers.

Please be advised that your request to conduct research in the Department of Labour is approved.

Please be advised that you will treat the information derived from your research in the Department for the execution of your research as completely anonymous and confidential. Furthermore, the information will not be used for the purposes of victimizing the Department in any way. In addition, you must at all times be obliged to safeguard the confidential information in pursuant of your research. It must also be emphasized that no information must be used, reproduced, disclosed or disseminated to any organ of state, firm, corporation, person, including third parties, except with the express prior consent of the Department.

Furthermore, no data may be modified or merged with any other data, use it for any purpose or do any other thing that may in any manner whatsoever, affect the integrity, security or confidentiality of such data. You are further

Kommunikasi- en -veiligheidsdienst • Dithaeletsano Isa Puse • Telkhumana tsHukumende • EzokuKhumana koMbuso • Dikgokahane Isa Mmuso
Vhudavhidzani ha Mvhuso • Dikgokagano t a Mmu o • lWenzo zohibetelwano tukaRbusulumente • Vutlanguanisi bya Mfumo • UkuThintanisa koMbuso

Batho Pele - putting people first



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

Private Bag X117, PRETORIA, 0001, Laboria House, 215 Francis Baard Street, PRETORIA,

Tel: (012) 309 7963, Fax: (012) 309 4532

not to permit any third party to read, copy or use the data other than may be specifically required in terms of your request.

There can be no publication of articles in any journal or book or the like based on your research without the consent of the Department.

The research and its findings are to be made available to the Department.

You must sign the attached Undertaking in order that effect is given to the Department's approval.

We trust that the above is in order.

Yours faithfully,

Mr Thobile Lamati
Director-general: Labour
Date: 22/07/2019



University of Limpopo
Department of Research Administration and Development
Private Bag X1106, Sovenga, 0727, South Africa
Tel: (015) 268 3935, Fax: (015) 268 2306, Email: anastasia.ngobe@ul.ac.za

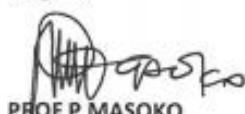
TURFLOOP RESEARCH ETHICS COMMITTEE
ETHICS CLEARANCE CERTIFICATE

MEETING: 14 May 2019

PROJECT NUMBER: TREC/108/2019:PG

PROJECT:

Title: The Impact of a Labour Inspection and Enforcement Strategy On Occupational Health and Safety: The Case of Tzaneen Labour Centre, Limpopo Province.
Researcher: PN Malope
Supervisor: Dr SK Mokoena
Co-Supervisor/s: N/A
School: Turfloop Graduate School for Leadership
Degree: Master of Public Administration and Management (MPAM)


PROF P MASOKO

CHAIRPERSON: TURFLOOP RESEARCH ETHICS COMMITTEE

The Turfloop Research Ethics Committee (TREC) is registered with the National Health Research Ethics Council, Registration Number: REC-0310111-031

Note:

- i) This Ethics Clearance Certificate will be valid for one (1) year, as from the abovementioned date. Application for annual renewal (or annual review) need to be received by TREC one month before lapse of this period.
- ii) Should any departure be contemplated from the research procedure as approved, the researcher(s) must re-submit the protocol to the committee, together with the Application for Amendment form.
- iii) PLEASE QUOTE THE PROTOCOL NUMBER IN ALL ENQUIRIES.

ANNEXURE D

**LANGUAGE
EDITING
CERTIFICATE**



University of Limpopo
Faculty of Humanities
Private Bag X1106, Sovenga, 0727, South Africa
Tel: (015) 268 3981, Email:tlou.meso@ul.ac.za

DATE: 21 November 2019

REF: Proof of Language editing (Prudence Nomthandazo **Malope** - 210040081)

TO WHOM IT MAY CONCERN

This letter serves to confirm that the above stated candidate submitted her Master of Public Administration and Management degree Mini-Dissertation entitled 'The impact of a labour inspection and enforcement strategy on Occupational Health and Safety: The case of Tzaneen Labour Centre Limpopo Province' for proof-reading and language editing to the undersigned. Hence, the document has been duly proof-read and edited for both grammatical and technical errors. Following this, I can confirm that if the candidate will effect all the corrections as noted, the work will be technically apt and academically sound.

Kind regards

TP Meso (Mr)
Lecturer: Faculty of Humanities
School of Social Sciences