

Perceptions of Domestic Worker towards the Basic Conditions of Employment Act of South Africa

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ABSTRACT This paper investigates South African domestic worker perceptions of the Basic Conditions of Employment Act No. 75 of 1997. A survey questionnaire was disseminated with the purpose of accessing domestic worker knowledge and awareness of relevant sections of the Basic Conditions of Employment Act. Sections, which dealt with fundamental rights pertaining to everyday existence: ordinary pay, overtime pay, maternity leave pay and sick leave pay. By using these sections as a reference point, the researchers were able to assess domestic worker perceptions and knowledge of their basic rights as stipulated in the Act. This study is intended to enlighten legislators and unions of the need to inform, in order to increase domestic worker awareness of their rights as set out in law. In commemoration of those women who fought for progressive legislation in South Africa, the authors would like to dedicate this paper to all of those women who were forced to carry a 'dom-pass'.