



An Assessment of a Labour Inspection and Enforcement Strategy on Occupational Health and Safety in a Selected Labour Centre in South Africa

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Abstract

The article explores the impact of Labour inspection and enforcement strategy on Occupational Health and Safety in a selected Labour Centre in South Africa. 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 selected Labour Centre, 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 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.

Keywords: *Inspection; Enforcement; Labour; Labour Centre; Safety; Health*

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 researchers 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. Thus, this article therefore, deals with an assessment of inspection and enforcement strategies on OHS in the selected labour centre in South Africa. The problem the study investigated is what do the inspection and enforcement strategies used have on the occupational health and safety of employees at the workplace? Further, whether legislation do positively impact on employers to create a healthy workplace for all workers? The article structure begins with a discussion on the literature review. Thereafter, a discussion on analysis and interpretation of the empirical findings are presented. Then, the article presents its recommendations. Finally, the article provides concluding remarks.

2. Literature Review

2.1 Legislative Framework

2.1.1 The Constitution of the Republic of South Africa, 1996

The Constitution of the Republic of South Africa, 1996 is the supreme law of the country. It is vocal on Labour issues and aims to protect all workers. Chapter 2 (The Bill of Rights) section 23 (1) is emphatic that everyone has the right to fair Labour practice. This clearly implies fairness in remuneration, working conditions, leave, safe environment and so forth. Section 23 (2) elucidates on rights such as forming and joining unions and right to strike.

2.2.2 The Labour Relations Act, 1995 (Act 66 of 1995)

The Labour Relations Act, 1995 (Act 66 of 1995) was enacted in order to advance the social justice, enhance Labour peace and democratize the workplace. Chapter 2 (4) gives employees and employers the right to freedom of association. Section 9 clearly outlines procedure for handling work-related disputes. In chapter 3, section 4 of the Act clearly gives guidelines on collective bargaining while

chapter 5 outlines the nature and procedure for strikes by employees and lock-outs by employers. Notably it has some limitations like no person may conduct or contemplate a strike action if bound by a collective agreement that prohibits a strike (section 65 (a)). The Act also safeguards employees from unfair dismissals and unfair Labour practices as well as basic conditions of employment and code of good practice by both the employers and employees.

2.2.3 The Employment Equity Act, 1998 (Act 55 of 1998)

Primarily, the Employment Equity Act, 1998 (Act 55 of 1998) as amended came into effect to bring about equity in the workplace. Chapter 2 (6) of this Act is emphatic on unfair discrimination on the grounds of race, gender, sex, pregnancy, marital status, family responsibility, ethnic, age, disability and so forth. The Act also prohibits medical testing of persons before being employed. This Act therefore seems to champion unfair Labour practice that may be directed towards designated groups, which are women across all races, Africans, Indians, Coloureds, sick employees and people with disabilities.

2.2.4 The Compensation of Occupational Injuries and Diseases Act, 1993 (Act 130 of 1993)

The Compensation of Occupational Injuries and Diseases Act (COIDA), 1993 (Act 130 of 1993) came into effect in 1993 and as amended in order to help employees injured or contracted diseases at work. Otherwise, some employers may simply sideline affected employees and employ others. The Act ensures that such victims (employees) are compensated for such injuries and diseases contracted. There are a lot of manufacturers and farms around the area of study. This makes this Act vital. COIDA may send Employer Auditors in terms of section 63 (2) of the Basic Condition Employment Act, 1997 (Act 75 of 1997) as amended and compliance with COIDA. The auditors check issues such as company registration, accidents reported, return earnings and so forth.

2.2.5 Occupational Health and Safety Act, 1993 (Act 85 of 1993)

Among other notable impetus of the Occupational Health and Safety Act 85 of 1993, this piece of legislation was established to compel every employer to provide and maintain a practical working environment that is safe and without risk to the health of all employees. This may be achieved through reducing any perceivable hazards, maintaining equipment, training and supervising employees and so forth. It also compels every employer with 20 or more workers to have health and safety committees in the company. The Department of Labour (DOL) in terms of section 29(1) (a) and 1(b) appoint inspectors who may enter any company without due notice and inspect the machinery and premises. The inspectors may interview any employee, demand related documentation and explanations on any related issue thereto.

The focus of the article is on Occupational Health and Safety. It was deliberately chosen because of the farms and manufacturers around the area under study where there are several unreported and reported cases of hazards and accidents at the workplace. It should be stated that the prime thrust of this Act is to provide for the health and safety of people at work.

2.3 Theoretical Framework

Theoretical framework in research explains the behaviour of interest either social or natural phenomenon (Bhattacharjee, 2012). For the purpose of this article, Stakeholder Engagement Model was adopted in order to understand how Occupational Health and Safety practices in farms can be enhanced.

2.3.1 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 reason for adopting this models is based on the believe that there are always conflicting ideas in stakeholder organisations about the manner in which other parties engage stakeholder 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 scientific literature that stakeholder engagement provides for a more effective and responsible leadership role in an organisation as it assist in enhancing the manner in which organisations relate to their multiple stakeholders (Greenwood, 2007). The study adopts the stakeholder engagement in order to understand the impacts of Labour inspection and enforcement strategy of OHS. The following different principles of stakeholder engagement are discussed in relation to OHS labour inspection on farms.

2.3.1.1 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 on the safety and health risks on farms.

2.3.1.2 Consult

Consultations of different stakeholders can be done through weekly, monthly or in quarterly meeting. As a results 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) and that include among others surveys, focus groups, one-on-one meetings, public meetings and workshops and on-line feedback and discussion (Gao & Zhang 2006). However, that also depends on the nature of organisations. In this study, Labour inspectors do visit the various farms to check compliance as section 28 of OHS Act (Act 85 of 1993). 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.

2.3.1.3 Involve

Similar to inform and consult 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, farm workers are directly and indirect responsible for the safety and healthy environment in the workplace. These stakeholders have different role with regard to the farm's production.

3. Occupational Health and Safety Internationally

Gomes, Arezes & 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. The adopted approach was qualitative in nature. They wanted to understand the current practices through interviews held with the main "Actors" who are directly involved in small scale building sites as well as others who are involved in large-scale worksites. Their studies revealed that in Brazil, there is a weakness in supervision of small construction projects. The major reasons are that there is low visibility for these types of work and usually workers are given short

deadlines. The other tangible reason discovered was lack of knowledge about OHS. The study recommended that there is a 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; they are initiated by unsafe acts, unsafe conditions or both. 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 Nairobi County, Kenya. The researchers cross-examined data from Directorate of occupational safety and health (DOSH) from Nairobi County ranging from 2010-2014. The study also used on sight questionnaires and covered 60 contractors in 9 regions. After the data analysis was done, 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 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 being:

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
5. Lack of strict operational procedures.

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

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. Intention of the study is 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 researchers further eludes that while there is limited data on occupational injuries and diseases for South Africa, namely; rock fall 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.

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 in order to protect the workers who may not fight for their rights on their own. They aim to ensure good working conditions for all employees (DOL, 2017).

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, therefore, are there to protect them by enforcing Labour laws. Rice (2006) asserts that Labour inspectors are part of government administrative system and their role is to ensure compliance with all Labour protection standards as well as developing Labour relations in a constructive way.

Other than field inspection duties, Labour inspection provides the following roles as articulated by 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 workers 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 to protect vulnerable workers from unscrupulous employers who may exploit them.

7. Factors Affecting the Implementation of OHS Inspection and Enforcement Policy

The ILO (2017) world statistics estimates that some 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 in order 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 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 & Ronconi (2016) 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 behind. Brazil is one of those countries. Brazil is said to have active economic activities with industries ranging from agriculture, mining, manufacturing, etc. 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 this occupational injuries and fatalities occurred mostly in small enterprises than 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 have 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 Department of Labour. There are no Labour auditors to verify OHS information and initiate coordination between COID and IES unit. 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 afford them the opportunity 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 BCEA and EE 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 researchers noted that in labour centre under study, there is 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 possibly 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 researchers 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. The intention of the study is 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.

8. Findings

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). 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 1 below shows the main themes identified and the categories that emerged from the thematic analysis process.

Table 1: Identification of the themes

THEME	CATEGORIES ANALYSED
The socio-demographic data of participants	- Table of participant’s demographical data
Familiarity with OHS policies	- Availability of OHS policies. - Are all workers familiar with OHS regulations?
Training on OHS	- Have all employees been trained on OHS? - Frequency of the training
Keeping of records on OHS	- What records are kept? - casualties and fatalities
Visits by OHS officials	- Frequency of visits - Impact of visits - Compliance and prosecution
Improvement plans	- Suggestions for improving the impact of Labour inspection and enforcement strategy.

(Source: Developed by Researchers)

The themes identified in Table 1 above 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.

8.1 Theme 1: Familiarity with OHS Policies

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; this 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.

This study found 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 confirmed that they attend at least two training sessions or workshops per year where policies, practices, and strategies are discussed. Further, 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.

8.2 Theme 2: Training on OHS Policies

There is 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 study 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 confirmed that they attend at least two training sessions or workshops per year where policies, practices, and strategies are discussed.

The study found 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.

8.3 Theme 3: Record Keeping

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.

8.4 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. 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 the study area are exposed to danger or occupational hazards.

8.5 Theme 5: Improving Labour OHS Inspection and the Enforcement Strategy

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.

9. Recommendations

As a result of the findings above, several recommendations are made to alleviate the challenges faced by OHS inspectors at the labour centre under study.

9.1 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.

9.2 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.

9.3 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.

9.4 Recommendation 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.

9.5 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.

9.6 Recommendation for Future Research

The researchers are 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.

10. Conclusion

The study investigated the impact of Labour inspection and enforcement strategy on Occupational Health and Safety at a selected labour centre in South Africa. A case study was conducted and it comprised 10 farms around the study area. 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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