Appraising the Promises of Minimum Wage in Sectoral Determination 7: Domestic Worker Sector

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Abstract

In order to strengthen the protection of domestic workers in South Africa, the government promulgated, in addition to the existing labour laws and other laws governing and regulating labour services, Sectoral Determination 7: Domestic Worker, specifically for domestic workers. This was done in view of the vulnerability of the workers and their job descriptions. This paper appraises the minimum wage aspect of the law with regard to whether it has started impacting positively on the conditions and standards of living of the domestic workers or not. It also looks at the impact of economic dynamisms such as inflation on the domestic workers’ minimum wage since it was introduced and comes up with a proposal on what can be done to ensure compliance by employers.

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Appraising the Promises of Minimum Wage in Sectoral Determination 7: Domestic Worker Sector. Kola O. Odeku. Faculty of Management and Law, School of Law, University of Limpopo, South Africa Email: kooacademics@gmail.com. Doi:10.5901/mjss.2014.v5n10p679. Paying wages for services rendered by domestic workers are not enough, there is need to pay a living wage as prescribed by the law. Living wages here presupposes that domestic workers’ salaries should be reviewed on a yearly basis based on the level of inflation just like wages of workers in other sectors. It is pertinent to point out why the conditions of employment of domestic workers have been very poor and deplorable in South Africa in the past and in this regard, du Preez et al. Domestic worker pay: Sectoral Determination. Sectoral Determination stipulated in the new minimum wage regulations contains two separate categories. Area A, the most common category, includes large metropolitan municipalities, city centres and suburbs. Area B refers to municipalities not included in Area A. The full Sectoral Determination list defining municipalities and areas can be viewed here. Domestic workers who work 27 ordinary hours a week or more. Minimum. Area A.