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## THE UPDATED LAWS PERTAINING TO DOMESTIC WORKERS

Dear Joblaw Client,

There are new rules to be followed in South Africa, that pertain to Domestic Workers. These laws relate to the Compensation for Occupational Injuries and Diseases Act (COIDA), 1993. It has successfully been amended by Parliament and assented to President Cyril Ramaphosa as of the 6th of April 2023.

Thulas Nxesi, the Minister of Labour, presented the bill to parliament to grant domestic workers the status of formal employees in September of 2022. Before the bill was presented, domestic employees were not allowed to claim from the COID Act and were neither entitled to any benefits that fell under this law.

Therefore, the Compensation Fund will start accepting claims from domestic workers and their dependents for injuries or deaths resulting from work-related accidents. Additionally, the Act will also indemnify and hold the employer accountable for any injuries that arise.

Employers will also be required to contribute to UIF.

The employer is required to provide the domestic worker with the facilities, services and benefits that are aimed at rehabilitating employees who are harbouring an injury or disease as a result of their work. Ultimately, it is not only the employee's responsibility to report or submit a claim for an incident that has occurred, but also the employers. Should any of our clients have any concerns or queries, please do not hesitate to contact your nearest branch or head office.

This article aims to provide general information and does not constitute legal advice. For more information contact 021 919 6418 OR [erin@joblaw.co.za](mailto:erin@joblaw.co.za)

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