



Adherence Rates of Migrant Workers' Legal Protection Mechanisms in East African Ports: An Evaluation of Workplace Rights Awareness Campaigns in South Africa

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Abstract

This study examines migrant workers' adherence to legal protection mechanisms in East African ports, focusing on workplace rights awareness campaigns conducted in South Africa. The study employed a qualitative research approach, conducting semi-structured interviews with migrant workers, employers, and officials involved in enforcement of workplace regulations at selected ports. Data were analysed using thematic analysis. Interviews revealed that while awareness campaigns had raised basic knowledge about rights and responsibilities among some workers (35% reported increased understanding), adherence rates remained low due to socio-economic challenges and limited enforcement mechanisms. While awareness levels have improved, sustained efforts are needed to enhance compliance with legal protections. Strategies should focus on addressing practical barriers such as language differences and economic pressures. Policy makers should consider implementing targeted interventions that address specific issues faced by migrant workers, while employers must be held more accountable for ensuring adherence to labour laws.

Keywords: *East African, Migrant Labour, Legal Compliance, Workplace Rights, Ethnography, Case Study, Qualitative Research*

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