

**EXPERIENCES OF MALE MIGRANT LABOURERS AT EZEMVELO
KWAZULU-NATAL WILDLIFE**

by

THUBALAKHE MADIMETJA HLANGA

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SUPERVISOR: DR. MAUD MTHEMBU

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Student Number: 9805184

I declare that this research report is my own original work. All references have been acknowledged.

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LIST OF ABBREVIATIONS

EKZNW	EZEMVELO KWAZULU-NATAL WILDLIFE
KZN	KwaZulu-Natal
STATS SA	Statistics South Africa
UK	United Kingdom
USA	United States of America
SADC	Southern African Development Community
NELM	New Economics of Labour Migration
TEBA	The Employment Bureau of Africa
HSRC	Human Sciences Research Council
CFOTEU	Confederation of Family Organizations in The European Union
SACE	South African Council for Educators
SAPS	South African Police Services
IOM	International Organization for Migration
HIV	Human Immunodeficiency Virus
AIDS	Acquired Immune Deficiency Syndrome
UNAIDS	Joint United Nations Programme on HIV and AIDS

Abstract

The literature on male migrant workers indicates that the migrant labour system has a negative impact on the stability and well-being of the family, including children. For instance children coming from households with absent fathers are likely to experience behavioral problems and poor performance at school. (Ratele, 2012; Nyanjaha and Masango, 2012). Noticeable, in rural areas of developing countries, there are socio-economic benefits associated with migration and it could be a survival strategy within the household. Internal migration is a common pattern in South Africa where people migrate from rural to urban areas in search for work. Most of the literature on migrant labour in South Africa is located within the Mining and Agricultural sector. There is little or no research that has been conducted within the sector of Nature Conservation sector where most of the employees reside within the workplace which is often far from their household. The study aims to understand the experiences of the male labour migrants employed at EZEMVELO KWAZULU-NATAL WILDLIFE (EKZNW).

Using a qualitative research paradigm, In-depth semi-structured interviews as well as focus group discussions were held with 15 workers employed by EKZNW and all the participants were recruited using purposive and snow ball sampling. Social constructionism theory was used as the theoretical lens to better understand the experiences of labour migrants.

The study indicated that whilst the socio-economic benefits associated with the financial security of the migrants was evident, working away from the family created unintended consequences for workers and their families. Following these findings, the recommendations include improvements that need to be made by the social work practitioners in dealing with their clientele.

Policies and programmes should be formulated to create an environment that promotes and support educational activities for staff. Tension between employees and local communities could be addressed by strengthening existing relationships with communities through local community leaders.

Further research is required to obtain a broader understanding of the lives of migrant workers, by including significant others, which can also include supervisors. A similar study could be

undertaken across the country at other nature conservation agencies as views and experiences at other sites could differ.

Key words: Labour Migrant, Employee Wellness Practitioner & Field Ranger.

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Chapter 1: Introduction

1. Introduction

Migration is a global phenomenon that has been part of life since human existence. Studies reveal that human migration began more than 100 000 years ago, when people migrated from Africa to other parts of the world (Castles & Miller, 2009; Ballyn, 2011). Salt, Clarke & Wanner (2004) note that there is no universal definition of migration, although most include a move from home and a change in residence.

Kok, O' Donovan, Bouare & Van Zyl (2003) describe migration as the movement of people from rural to urban areas. This definition is relevant in South Africa where rural-urban migration is a growing phenomenon. Moreover, the country has experienced labour migration since the discovery of gold and diamonds in the late 19th century (Rogan, Lebani & Nzimande, Rogan 2009; Crush, Williams & Peberdy, 2005). The International Organization on Migration uses the term labour migrant interchangeably with economic migrant or migrant worker. Posel (2010) defines a labour migrant as someone who is away from home working or looking for employment, for a minimum period of a month.

While the international definition of labour migration focuses on an individual working outside his/her country of birth, Posel's definition does not emphasize cross boarder migration because in South Africa, migration occurs within the country's borders. For the purposes of this study, Posel's definition was adopted as it is relevant to the South African context. Studies show that there have been significant changes in labour migration patterns in the country. For example, labour migrants are no longer away from home for 11 months as was the case in the past. Today, they visit their families more frequently (Thabane, 2008). Moreover, many South Africans still migrate from rural to urban areas in pursuit of better living conditions (Richter and Morrell, 2006). Richter & Morrell (2006) further identify some of the negative consequences of labour migration. Men would be away for 11 months, working in the cities. Upon their return, conflict could arise, as women would be suspected of engaging in adulterous relationships. This negatively affected marital relationships.

1.2 Problem Statement

My interest in conducting this study emanated from my counselling experience as an Employee Wellness Practitioner at Ezemvelo KwaZulu-Natal Wildlife (EKZNW). The organization employs Field Rangers whose primary task is patrols. While on patrol, they are expected to maintain pocket diaries to record their daily activities. Their work includes assisting with investigations. They are on 24 hour standby and apprehend and hand over suspects to the South African Police Services. Moreover, they are required to provide evidence in court during criminal trials. Field Rangers also work with informers to gather information about current or planned criminal activities in the nature reserves. They rotate activities between camps over a predetermined period of time. For instance one nature reserve could have more than five camps and the rangers are not permanently deployed to a single site. They spend not less than six months in each camp. This means that they not only have to travel from their homes to the workplace, but are continually on the move, even inside their place of work. Consequently, they sometimes visit their families once a month or every two months.

The increased frequency of counselling interventions requested by these workers with respect to different psycho-social problems presented by these workers was of concern to me. These ranged from alcohol and substance abuse, to relationship problems with their spouses and other family members. There were also cases where children born out of wedlock were not listed as beneficiaries of employees that had passed away, creating challenges for their families and the organization, when pension monies had to be distributed. In some cases, an investigation had to be conducted to verify certain information, for example children's paternity or the number of children, to ensure that the money was fairly distributed. This often led to instability and conflict in the family. I thus sought to understand the experiences of these workers and how their lives have been affected by their work as migrants.

1.3 Rationale for the Study

The available literature on migrant workers in South Africa mainly focuses on the gold mines and the agricultural sector (Rabe, 2006; Kaur, Singh, Garg, Singh & Singh, 2011). This is to be expected as labour migration in South Africa became more pronounced after the discovery of gold in the 1880s (Janisch, 1986; Harington, 2004). Migrant workers in the mining industry are different in nature from those employed by EKZMW. Most mines are situated in urban areas and workers visit their families once a year (Richter & Morrell, 2006).

The agricultural sector is also a major employer of migrant workers. However, such employment tends to be seasonal, unlike in mining and at EKZMW, where it is permanent (Prince, 2004; Kleinbooi, 2013). These contrasts also sparked my interest in understanding how the working context at EKZMW has shaped the lives of workers.

While researchers such as Thabane (2008) have conducted studies on labour migration, no specific study has been undertaken within EKZMW or the wildlife sector as a whole. While there are many experiences of working and living away from home, industry specific elements shape the everyday experiences of migrant workers.

Employee-related challenges in the agricultural sector have been widely publicised (see Wisborg, Hall, Shirinda, & Zamchiya, 2013). These include a lack of basic health services, poor housing and lack of educational facilities, among others. This is a sharp contrast to what is available to employees at EKZMW. Most have access to an in-house Employee Health and Wellness Programme and proper staff residences. EKZMW also offers educational bursaries to its staff. This suggests that the complexities associated with being a migrant worker extend beyond access to resources. This prompted my interest in understanding EKZMW as an employment sector, how workers employed by this organization navigate the experience of working far from home and the challenges they experience.

The study will add to the existing body of knowledge in the field of social research, as no studies have been conducted on labour migration in the nature conservation industry. Its scientific findings will also enable EKZMW to better understand the challenges facing its employees, who are the backbone of the organization. This could inform future workplace policies. The findings could also assist employees to reflect on their lives and lifestyle changes that will not only affect

them, but their families. More importantly, the findings could contribute to improved therapeutic, supportive or even structural interventions in relation to this group of employees.

1.4 Research Aim

The main aim of this study was to describe the experiences of male labour migrants at Ezemvelo KwaZulu-Natal Wildlife.

1.5 Research Objectives

1. To explore the experiences of male migrant labourers at EKZNW.
2. To explore how male migrant labourers maintain relationships with their families whilst at work.
3. To explore the effects of labour migration on men at EKZNW.

1.6 Research Questions

- a) What are the experiences of male migrant labourers at EKZNW?
- b) How do male migrant labourers maintain their relationships with their families at home?
- c) What are the various effects of migration on the migrants working at EKZNW and their families?

1.7 Location of Study

The study was carried out at EKZNW. This organization is the provincial agency mandated to undertake biodiversity conservation and associated activities in the province of KwaZulu-Natal in the Republic of South Africa. It manages 99 protected areas and two World Heritage Sites, the uKhahlamba-Drakensberg Park and Isimangaliso Wetland Park. A secondary but nevertheless vital aspect of EKZNW's work is managing the largest eco-tourism operation in South Africa. The organization applies provincial nature conservation legislation and associated regulations.

EKZNW arose from a merger of two conservation bodies: the former Natal Parks Board which was established in 1947 and whose antecedents date to colonial times, and the former KwaZulu Directorate of Nature Conservation which was formed in 1972 to manage the nature conservation requirements of the former "homeland" of KwaZulu (EZEMVELO online).

Following the democratic elections in 1994, these organizations negotiated a merger which

resulted in the formation of the KwaZulu-Natal Nature Conservation Board with EKZNW as its operational body. EKZNW is currently demarcated into two main regions, the West and the East regions. However, this study used the previous structure of three main regions, Ukhahlamba, Zululand and Coast. I opted to use the old structure as I believed it gave a clear understanding of the organization. Furthermore, basing the study on two regions would have omitted certain parts, which would have meant that the study was not representative of all regions. Therefore, sample populations were drawn from Witteberg Nature Reserve, Ithala Game Reserve and Hluhluwe-Imfolozi Park. EKZNW has 2367 permanent employees.

1.8 Theoretical Framework

Social constructionism was used as the theoretical framework for data collection and analysis. This theory argues that meaning is socially constructed, which means that it is created by people during socialization, as they discuss issues. It posits that when people are born, terms and labels already exist to describe and explain phenomena, for instance, the challenges they experience, their achievements and symbols. Gergen cited in Teague (2000), puts an emphasis that being unaware of what the other person brings during interaction has a significant role that it plays in the generation of meaning and knowledge. For instance, prior knowledge of both parties allow both of them to construct a new meaning. The social construction of meaning is generated continuously for generations to come (Burr, 1995). Teague (2000), further argues that meaning is formed by a social consensus, as it is based on social interaction. Therefore, meaning is created during this interaction among individuals. Moreover, it is argued that culture play a significant role during the creation of meaning, because it influences the social interaction by placing differing values and beliefs of those participation in the creation of meaning. My aim was to understand the experiences of labour migrants. This required an understanding of the meaning they give their everyday social interactions, as they sometimes used terms that could only be understood in their social context. Social constructionism was thus an appropriate theoretical framework for this study.

1.9 Methodology

This was a qualitative study as its main aim was to study human beings in their social settings. Furthermore, qualitative studies are interested in personal beliefs or specific current issues (Neuman, 2011). Unlike quantitative studies whose primary focus is statistical data, they seek to

understand, explore, discover and clarify situations, feelings and perceptions (Kumar, 2011). This study was qualitative in nature, because my aim was to understand the experiences of male labour migrants at EKZNW. The qualitative data collection methods and analysis used included individual interviews and a focus group discussion with guided questions. Thematic analysis was used to analyze the data.

1.10 Definition of Concepts

- a) **Labour Migrant-** A person who is away from home because he/she is working or searching for employment for a period of more than a month (Posel, 2010).
- b) **Employee Wellness Practitioner-** Employee Assistance Programme Association of South Africa (EAPA-SA) defines an Employee Assistance Programme Professional as a person who is trained in providing Employee Assistance Programme services by rendering clinical services in a form of therapy and counselling (EAPA SA, 2010). In the context of EKZNW the term Employee Wellness Practitioner also called Employee Assistance Programme Practitioner refers to a qualified social worker, employed to provide assessment and counselling sessions to employees who experiencing psycho-social problems and are in need of professional intervention. Other activities include awareness campaigns and referrals to relevant service providers.
- c) **Field Ranger-** Collins English Dictionary defines a ranger as an individual whose primary task is to look after a forest or a large park. For the purposes of this study, a rangers is employee whose primary tasks involve law enforcement and protecting wildlife, including animals, plants and other protected species within all EKZNW game and nature reserves.

1.11 Outline of the Thesis

The thesis comprises of five chapters, which are summarized below:

Chapter 1 presents an introduction to the study, including its main aim and the definition of concepts. It also highlights the theoretical framework and methodology employed to carry out the study as well as its rationale.

Chapter 2 provides a literature review on labour migration. It discusses international and internal migration and discusses the historical background of labour migration in the South African context, migration theories and patterns.

Chapter 3 outlines the research methodology employed for this study. It discusses the research paradigm, research design, sampling methods, data analysis and the ethical considerations taken into account in conducting the study.

Chapter 4 presents, and analyzes the data collected for this study and discusses its findings, using verbatim quotations from the study participants. The findings are discussed and analyzed under the five main themes that emerged during data analysis, namely, challenges, working conditions, ties with families, benefits and relationships with spouses.

Chapter 5 presents a summary of the study, conclusions and recommendations for social work practice at EKZ~~N~~W, as well as for future research.

1.12 Conclusion

This chapter introduced the study by defining migration, as well as the main concepts employed, and presenting the rationale for the study. It outlined the study's aim, objectives and research questions, and the study location. The theoretical framework and methodology employed were briefly discussed and the structure of the thesis was presented. The following chapter presents a literature review on labour migration.

Chapter 2: Literature Review

2.1 Introduction

According to Monette, Sullivan & DeJong (2013), literature review helps the researcher to familiarise him/herself with the current state of knowledge regarding the phenomenon being researched. The authors above assert that the literature review helps the researcher learn how others have delineated similar problems and it helps to narrow the focus of the research project. This chapter reviews the literature on labour migration. Previous studies conducted from Europe, Asia, North America and African countries, including South Africa are reviewed in this chapter (for example Kok et al., 2003; Salt et al., 2004).

2.2 Defining Labour Migration

The research field of migration is multifaceted as it covers diverse themes such as the origins of migration, the directionality of migrant flow, and utilization of migrant labour as well as the socio-cultural adaptation of migrants (Labour Market Review, 2007). However, the concept of labour migration has different meanings which are largely contextual. Migration is defined as the movement of people from one place to another, which could be temporary or permanent (Brummer, 2002). This definition is inclusive of refugees and other internally displaced people. International scholars emphasize cross border movement when defining labour migration. For example, Ballyn (2011) define a migrant worker as someone who does not have citizenship of the country where he/she is working. These authors add that labour migration is a temporary movement to another country with the purpose of earning money. The International Labour Organization and the United Nations General Assembly have adopted the same definition. However, if this definition were to be used in the South African context, only foreign nationals would be regarded as migrant workers, excluding a sizeable number of South Africans. Posel (2010) defines a labour migrant as someone who has been away from home for a period of a month or more, working or in search of work. For the purposes of this study, I adopted this definition as it is relevant to the South African context, where there is substantial internal labour migration. According to Kok, Gelderblom, Oucho & Van Zyl (2006) migration can be best understood in two ways. Firstly, international migration occurs when there is a movement of people across national borders. Such a person is termed an emigrant by the country of origin. However, he/she will be called an immigrant by the host country. In a case where the place of

origin and the place of destination are within the same country, this is called internal migration. The person who migrates from a certain area is called an out-migrant, and he/she becomes an in-migrant to the place of destination. Over and above this, migration can be categorized into permanent and temporary migration; this is briefly discussed below.

2.3 Permanent and Temporary Migration

Kok et al., (2003) describe temporary migration as a movement that takes place at the beginning or at the end of an extended migrant labour period, for example mine workers and farm works. Posel (2004) notes, that, temporary migration has been part of South African society for more than a century. On the other hand, permanent migration refers to a situation where someone has left his/her place of origin for good and relocated to a new destination. Such migrants sometimes relocate with their families or they form a new family in the country or place of destination (Kok & Collinson, 2006).

2.4 Causes of Migration

Studies have shown that migration is driven by push factors and pull factors.

Push Factors

Push factors refer to unfavourable conditions in the country of origin, for instance, unstable political conditions, poor economic conditions, and high crime and unemployment rates. An example is that of some Africans who leave their country due to economic and socio-political difficulties (Brink, 2012; Enigbokan, Edkins & Ogundele, 2015).

Pull Factors

These are perceptions of favourable conditions in the country of destination. Examples include lucrative job offers to highly skilled professionals, such as South African doctors. Stable standards of living in the country of destination are another pull factor. The evidence suggests that developing countries in Africa mainly exhibit push factors, while developed countries (Europe, the UK and USA, Canada and Australia) exert pull factors (Wickramasekara, 2008; Benedict & Ukpere, 2012).

Kok et al., (2003) argue that in contemporary South Africa, migration is associated with the movement of people from rural to urban areas; this pattern drives urbanization. Moreover, it is

associated with labour migration. Labour migration within the country is an important concept in this study; it involves people moving from their place of residence (often in rural areas) in search of work (usually in urban areas).

2.5 International Migration

International migration can be understood as population movement across nationalities for a number of reasons, ranging from a lack of social security, to political instability as well as the search for better work opportunities (Dinbabo & Nyasulu, 2013). There are growing numbers of foreign workers in every occupation, and much of the flow is to highly skilled jobs, where workers are required to have work permits. In response to skills shortages, a number of countries are recruiting foreigners (Salt et al., 2004, Bassarsky, Kamiya, Ferre, Gaibe-Togbe & Misha, 2013). Moreover, Central and Eastern Europe are witnessing the growing phenomenon of short-term movement among less-skilled workers. Migration inflows in Europe are not only influenced by proximity, but by historical, cultural and language ties. For example, Spain has an inflow of migrants from Morocco and Latin America, while the UK experiences an inflow from Commonwealth countries, namely New Zealand, Australia, India, Canada and South Africa (Salt et al., 2004).

The African continent has its own migration patterns. For instance West Africa has a history of migration that is influenced by trade, ecological problems and the search for better opportunities (Salt et al., 2004), Southern Africa has a unique form of migration. In the case of South Africa, this was mainly to work on the gold and diamond mines. Men would leave their wives, children and families to work on the mines for two years, as per their contractual obligations.

One cannot talk about international migration without discussing the changes that have taken place in global policies with reference to the Global North and South. Global North refers to more developed countries, which include all of Europe, North America, Australia, New Zealand and Japan. Whereas the South refers to the less developed countries, such as the African countries, Asia (with the exception of Japan), Latin America and the Caribbean.

It was estimated that international migrants had reached 232 million by 2013. This was a significant increase to the figure in 1990, where it stood at 154 million. Statistics reveal that 23 % of all international migrants in the world were born in the North and resided in the North, whereas 6 % of all migrants, who were born in the North resided in the South (Bassarsky

et al., 2013). It has become clear for most of the countries that migration is here to stay. As a result there is a growing number of governments who have shown openness to regular immigration. With some of those governments having policies that maintain the current level of migration or intervening to change those policies, 16 % of those countries had policies to lower it while 11 % of those countries had policies to raise it. Moreover, some of the receiving countries have adopted policies that raise the immigration of skilled workers and reports show an increase from 22 % in 2005 to 39 % in 2011. By 2011, 91 % of governments in the North had adopted policies that promote integration of non-nationals into society. In the same year (2011), more than half of governments had policies that allowed citizens who lived abroad to retain their citizenship of origin and another 19 % allowed their citizens to have dual citizenship under certain conditions. (Bassarsky et al., 2013). With the increase in international migration countries have come up with policies to regulate immigration, to an extent of developing policies that seek to raise the number of skilled workers, as well as policies that promote the integration of immigrants to mainstream society.

Thus, migration is an international phenomenon that is characterized by certain patterns.

2.6 Migration Patterns

Polzer (2010) defines internal migration as the movement of people within national borders. Those migrating do not register their details whenever they move. Internal migration can be categorized into four main streams. The first is rural-rural migration whereby workers from rural areas travel to similar areas that might, for example, be more agriculturally prosperous or offer more job opportunities. Such migrants are usually poor people with little education. This is reported to be the least regulated form of migration, due to the remoteness of the sending areas (Deshingkar & Grimm, 2004). The second migration stream is rural-urban migration which is common in urbanizing countries in Asia, such as China and Thailand as well as in South Africa (Kok et al., 2003). Thirdly, urban-rural migration occurs when people who have spent most of their working years in big cities return to their rural villages when they retire. This form of migration is commonly seen when countries are hit by a financial crisis. For example, retrenchments in sub-Saharan Africa in the 1980s and 1990s led to men returning to rural areas (Deshingkar & Grimm, 2004). In South Africa, migrants from rural areas tend to invest in their rural homes for retirement. The reasons include the abundance of land in rural areas, which

symbolizes identity and history. Another reason for investing on their rural home is security. If things do not go well in the city, they take comfort in knowing that they still have a place called home in the rural area (Mayer, 1980; Smit, 1998; Posel & Casale, 2003). The final migration stream is urban-urban migration. This is common in Latin America where inter-municipal movement of people occurs. The flow of people moves from the city centre to the periphery. The following section examines migration theories so as to gain a theoretical understanding of the subject.

2.7 Migration Theories

Whilst this study focuses on labour migration within a country, it is important to understand the theoretical approaches that seek to explain the underlying factors behind migration. Economic factors appear to be an important driver of the decision to migrate (Ngomane 2008; Nhambi, 2008). The neo-classical approach to migration posits that migration (both internal and international) is driven by geographical differences in labour supply and demand and the resulting differentials in wages between labour rich and capital rich countries or cities (Samers, 2010). Whilst this theory offers a useful explanation of the causes of migration, it is criticised for being centred purely on wage differences.

The new economics of labour migration theory emerged during the 1980s and 1990s (see de Haas, 2008, de Haas, 2010). According to this theory, migration is the result of a family or household making a decision about a family member migrating. The decision to migrate will thus benefit the family as a whole (Hagen-Zanker, 2008; Sindi & Samers, 2010). This can be seen in developing countries, where the family might make a sacrifice, for instance by selling family property and send a family member to another place in the hopes that he or she will send remittances home in order to improve the household's financial stability (Crush & Tawodzera, 2016). Migration is thus perceived as a family's response to overcome risks. This theory stresses the importance of remittances in making the decision to migrate. This theory has its shortcomings though, for instance it assumes that family relationships are harmonious which leads to a consensus decision making for a family. It fails to acknowledge the chances that there could be conflict and tension among family members, which could influence decision making (King, 2012). Moreover, the theory would not apply to the situation, whereby the whole family migrates.

Livelihood approaches argue that the poor are active participants in improving their livelihoods under challenging circumstances (De Haas, 2010). They consider the material and social resources required to make a living (Carney, 1998 as cited by De Haas, 2010). According to this theory, “people organize their livelihoods not as individuals, but within wider social contexts, such as households, village communities and ethnic groups.” The theory further asserts that migration is a strategic move by households to diversify and secure their livelihoods. Migration is used to stabilize family income which once depended on climatic conditions. Moreover, the theory emphasizes that both internal and international migrants tend to maintain strong ties with their places of origin (De Haas, 2010).

The dual labour market theory posits that migration is driven by demand and is characterized by recruitment agencies in developed countries (Enigbokan et al., 2015). A good example is the recruitment of a large number of migrants in South Africa in the 1980s, with The Employment Bureau Agency (TEBA) the main recruiting agency (Labour Market Review, 2007). However, South Africa is not a developed country. In most cases mass recruitment drives are used by developed countries in search of cheap labour from developing countries. Migrants are willing to take any jobs on offer, even low paying ones that locals are not willing to take (Enigbokan et al., 2015). However, the shortcoming of this theory is that it regards international migration as driven by demand and fails to consider the push factors from sending countries.

The network theory states that prior to migration, a migrant assesses the social effects of migration to the country of destination. It is feasible to migrate if there are existing networks in the foreign land, for instance, other countrymen/women, or relatives. Such networks facilitate adjustment to the new country (Mackenzie & Rapport, 2007 cited by Enigbokan et al., 2015).

Since the causes of migration are multifaceted; it is not easy to identify which of these theories is most appropriate in the South African context. South Africa is a unique country with a unique history. Firstly, it is a developing country with some characteristics of a developed country in certain parts of the country. The neo-classical theory argues that workers migrate from countries where there is an abundance of labour. That assertion might have been true in South Africa when there was a great need for labour after the discovery of gold, but it is no longer the case today. The country currently suffers a high rate of unemployment at 26.5 % (Stats SA 2016). The New Economic Labour theory emphasizes push factors as the driving force behind migration. This

could also be true in a South African situation; Enigbokan et al., (2015) shows that Nigerians and Zimbabweans are motivated by push and pull factors to migrate to South Africa. Therefore, no single theory best describes migration in South Africa. All of those discussed have some characteristics that fit the South African situation.

Most studies on internal migration in South Africa suggest that economic factors and demand for labour, especially after the discovery of diamonds in Kimberly in 1867, sparked the movement of African men from rural to urban areas. Indeed, studies have noted that African households, especially those in rural areas, have a good chance of having a non- resident family member as a migrant (Posel, 2010; Rogan et al., 2009). Worldwide, labour migration has had positive as well as negative impacts. One negative impact of labour migration is ‘brain drain’. I will elaborate further on brain drain in the next section.

2.8 ‘Brain Drain’

Brain drain has negative connotations, especially to the sending country or birthplace of a migrant (Kane & Leedy, 2013; Lucas, 2008; SACE, 2011). Benedict and Ukpere (2011) define brain drain as the migration of well-trained professionals from their country of birth to another country. They note that this phenomenon is common in the developing countries of Africa, Asia and Latin America. Brain drain is driven by both push and pull factors.

The push factors in sending countries include poor infrastructure, low salaries, high crime rates and political instability. With regard to pull factors, trained professionals from developing countries are encouraged to leave their countries of birth by high salaries that are hard to resist, and the relaxation of migration laws in receiving (developed) countries due to a shortage of skilled workers (Rasool & Botha, 2011; Benedict & Ukpere, 2011).

The receiving country benefits as it obtains skilled people who will contribute to the economy. On the other hand, unemployed people in the sending country take up the jobs vacated by the emigrating person (SACE, 2011). Moreover, the sending country’s economy benefits from remittances from those who have migrated. Therefore labour migration does not only have

negative consequences for the sending country, but has positive outcomes for families as well as society at large (Antman, 2012).

The intrapersonal impact of being a migrant worker has received limited attention. Research on international migration highlights the importance of socio-cultural adaptation. The following section presents a brief history of migration in South Africa in order to better understand the dynamics of labour migration in the country.

2.8 History of Migration in South Africa

Labour migration in South Africa dates back to the discovery of gold and diamonds in the late 19th century. People flocked to the cities in search of work opportunities. With the discovery of gold on the Witwatersrand in 1886, South Africa became the world's largest gold producer (Janisch, 1986; Rabe, 2006), driving the need for labour. The country's rural areas were the main sources of labour with many young men leaving their homes to work in the big cities.

According to Rabe (2006), while the mining sector did not invent labour migration, it redefined it in such a way that it was envied and copied by other industries. For instance, single sex hostels were erected to ensure that the migrants lived close to work and that absenteeism could easily be detected. The lack of privacy and rigid control of the hostels also made protest easier to contain (James, 1992 as cited by Rabe, 2006; Mayer, 1980). However, these single-sex hostels destroyed the Black family units. Brummer (2002) notes, that, the migrants lived 20 to a room with shared facilities. The law did not permit visits from their wives; consequently migrants formed relationships with women on the mines and engaged with sex workers in the growing sex work industry surrounding them (Corno & de Walque, 2012). Crush, Raimundo, Simelane, Cau & Dorey (2010) observe that the culture of macho male sexuality on the mines could also have encouraged some miners to have multiple sexual partners. The migrants only visited their families once a year as they were contracted for periods ranging from 12, to 18 and 24 months (Rabe, 2006). This caused irreparable damage to the family unit.

The mines recruited workers from across Southern Africa (SADC), including Malawi, Mozambique, Lesotho, Swaziland, Namibia, Botswana and Zimbabwe. According to Rabe (2006), it is estimated that Mozambicans made up around 73% of the workforce in the mining sector by 1887. Since most families in rural areas depended on subsistence farming for survival and land was becoming infertile, men sought alternative ways of providing for their families and

they left their homes in search of work in the mines. She adds that the situation was exacerbated by laws such as the 1913 Land Act that dispossessed Africans of their land and restricted them to small pieces of land in the so-called reserves or homelands. Prior to this, the Glen Gray Act of 1894 forced African men to pay tax if they were not working. Therefore, at its inception, labour migration was not a matter of choice, but was necessary to support their families.

Moving to more recent times, Census 2011 shows that a quarter of all internal migration movements take place between Gauteng and the Limpopo, as well as between Gauteng and KwaZulu-Natal. The census further revealed that those who are moving out of Gauteng have at least post matric qualifications, whereas those moving to Gauteng have a matric. Moreover, Gauteng and the North West Provinces still have the highest numbers of household migrants, proportionally, whereas KwaZulu-Natal and the Eastern Cape have the smallest. Furthermore, while labour migration was historically associated with men. Recent studies in South Africa show that migration is still a domain of young adult males, with the ages from 20-39 (Census 211). However, one cannot overlook strides that have been made by women with regards to migration. Women have become part of the working class and began to migrate. This is discussed in the following section.

2.10 Feminization of Labour Migration

It is estimated that, globally, less than half the migrant population consists of women (International Migration Report, 2015). It is further reported that the number of female migrants fell from 49 % in 2000 to 48 % in 2015. However, there are more female migrants as compared to male migrants in Europe and North America. This is a different situation in Africa and Asia, where most of the migrants are males. Hunter's (2010) study in Mandeni in KZN noted the growing number of women migrants across the African continent. While Black men flocked to the cities in search of job opportunities during the apartheid era, leaving women, children and the elderly in the rural areas, but the number of female migrants has increased in recent years (Hall, 2010).

Polzer (2010) indicates that there has been a growing number of women labour migrants since the 1980s. Furthermore, it also estimated that about half of international migrants in the world are women. In South Africa by the year 2000, the number of women had significantly increased to 34% and reached 37% in 2008. The reasons could include having family members at home

who to take care of the children while the mother is away. Parents who are pensioners can also look after the children. Social grants appear to be playing a vital role in assisting elderly parents to take care of their grandchildren. Studies reveal that biological parents prefer to leave their children with their grandparents rather than taking them to live in the city (Rabe, 2006). City life, with its attendant dangers, is not considered an appropriate environment to raise a child.

Moreover, there has been a decline in marriage rates among women. Perhaps, being single enables women to maintain their independence and provides an opportunity to fend for themselves.

According to the Human Development Report (2009) children whose mothers are labour migrants are likely to be cared for by grandparents. One could regard this as a burden on the elderly parent. However, elders' caring for children is nothing new in the Black community. For example, Rabe (2006) indicated that among Xhosa speaking people, paternal grandparents take over the role of biological parents when the parents are away. This illustrates the strong support system in rural communities. The scenario is different when the absent parent is the father, because in that case the child will be looked after by the biological mother. This suggests that caring for children is always a woman's responsibility. However, the challenges confronting men that are migrants also affect women. For instance, they have children outside of marriage (Rabe, 2006).

Labour migration not only affects countries and their economies, but the core of society, the family, is also affected.

2.11 Negative Impact of Labour Migration on the Family

Labour migration is one of reasons for parental absence (Antman, 2012). Hence the impact of migrant labour has been most notable in the family context where fathers are absent and children are left without role models (Nyanjaha & Masango, 2012). Ratele (2012) highlighted some of the factors contributing to the weakening of the family structure, including absent fathers. Men's absence has negative consequences for their marriages. While living away from their wives, they

form new relationships. These relationships result in children and the formation of secondary families (Madavan, Townsend & Garey, 2008).

The formation of a new family not only affects the partner in the rural areas, but also the children as the family has to share the man's money with the secondary family. Limited resources, such as food and clothing are now shared, perpetuating the poverty cycle. Although absent fathers are prevalent in African Black families for a number of reasons, labour migration is one of the main reasons (Madavan et al., 2008; Ratele, 2008).

With challenges faced by families of migrants, one cannot deny the fact that some families would show great form of resilience in dealing with hostile and challenging circumstances. This has been noted in a study conducted by Raniga and Mthembu (2016). This study was carried out in an informal settlement in KwaZulu-Natal. The findings shows that structures such as a church, family members and local organizations play a pivotal role in strengthening their resilience.

One cannot underestimate the impact of migration on the family, especially when a family member is living in another country. This causes the breakdown of the family unit (see Confederation of Family Organizations in the European Union, 2014). Lines of communication and decision making are likely to change. Challenges that negatively affect the family unit may also contribute to the breakdown of the marriage.

2.12 Marriage Breakdown

It is reported that a young men left their wives and partners and worked in the mines and some of them did not return home for different reasons, which include mining accidents, while others pursued new relationships. In the process deserting the spouses they had left in rural areas (Kalule-Sabiti; Palamuleni; Makiwane & Amoeteng, 2007). Labour migration thus not only affected the family unit, but the man himself, as he had to deal with relationship breakdown with the spouse. Moreover, in the first decade of the 20th century, studies identified a phenomenon called 'mine marriages.' This was a practice where older man entered into same sex relationships with younger men. The younger men played roles typically played by women, for instance, cooking and washing. However, these kinds of relationships appear to have declined by the 1970s (Moodie, 1994:140; Campbell, 1997: 279 as cited by Rabe, 2006).

The migrant labour system which was supported by the apartheid government, ensured that the mining industry had sufficient labour through oppressive policies aimed at Africans. Laws such as the Native Land Act of 1913 limited African communities' access to land. They were forced to work on the mines to earn wages as they no longer had adequate or fertile land to survive. This created a cycle where the children of labour migrants followed in their father's footsteps, working on the mines. Therefore, absent fathers became a common phenomenon among many families. Studies suggest that the absence of parents/a parent leaves male children in particular with no role model (Nyanjaha & Masango, 2012).

2.13 Children Growing up Without Fathers: Impact on Children

Today's families face numerous challenges, including that of an absent father. Kimani and Kombo (2010) note, that, a nuclear family is viewed as consisting of a father, mother and children. The father is perceived as being responsible for guidance, discipline and protection and for being the provider. Richter and Morrell's (2006) study in South Africa found that one of the main reasons for a father's absence was working far from home.

Nyanjaha and Masango (2012) argue that a father's absence contributes to a number of family problems, including a lack of discipline and poor performance at school. Ellis (2009) found that African American adolescent boys that grow up without fathers were at a high risk of using drugs. Kimani and Kombo's (2010) study revealed that 63% of youth suicides and 71% of high school dropouts in South Africa were from fatherless homes. Ratele et al., (2012) found that participants who grew up without fathers felt incomplete. Although there may have been some father figure (like an uncle, grandfather or relative) in a child's life, the child would still long for a biological father's presence and nurturing. Moreover, children with absent fathers grow up filled with resentment towards them. They are also afraid to form relationships with their own sons when they become fathers (Nyanjaha & Masango, 2012). Ratele et al., (2012) argues that the absence of a father means that he plays a limited role in the child's upbringing. On the other hand, children born out of relationship with women in the city have no relationship with their fathers (Rabe, 2006). This, children of migrant workers, whether born within marriage or out of wedlock, are likely to spend little or no time with their fathers.

Children are also likely to migrate due to the migration of their parents, especially when the family has to relocate. In study conducted in Tanzania it was found that children who have

migrated with their parents were either working independently or assisting their parents, and this exposed them to a number of health risks (Kitula, 2006). It has also been found that parents' migration may have negative effects on children's schooling (Rossi, 2008).

It is also important to consider the challenges faced by labour migrants on a daily basis in their new environment.

2.14 Challenges Faced by Labour Migrants

Migrant workers confront a number of challenges, which can be attributed to being away from home for a prolonged period of time.

2.14.1 Language Barrier

While a migrant is in a foreign country, he/she is likely to face stigma, marginalization and discrimination from locals (Mutambanengwe, 2013). The language barrier also comes into effect. For example a Shona speaking Zimbabwean in South Africa will find it difficult to communicate with some locals in KwaZulu-Natal. However, his Ndebele speaking countryman might have a different experience due to the similarities between Ndebele and isiZulu. One of the participants in a study conducted by Enigbokan et al., (2015) commented: "...Once you can't speak the language you are written off and ignored."

2.14.2 Xenophobic Sentiments

Migrants are likely to come into conflict with local people for a number of reasons, including competing for limited resources, such as jobs and health care. This has resulted in xenophobic attacks (Kalitanyi & Visser, 2010; Muchiri, 2016). Some local people accuse foreign workers of stealing their jobs. Some migrants that are unable to obtain work become entrepreneurs, creating jobs for themselves and unemployed South Africans. However, they find it difficult to access finance. They are also regarded as formidable competition by local business owners, because of their business acumen. "Somali migrants also benefit from a long history of trade culture and often have better business skills than South African spaza shop (these are small informal convenient shops) owners who run shops for survival" (Mazars, Matsuyama & Rispoli, 2013). Their competitive edge fuels xenophobia.

2.14.3 Migration and HIV and AIDS Infection

According to Kalule-Sabiti et al., (2007) the mobility of migrants has exposed them to HIV and AIDS infection. The infection does not end with them, as their partners back home are also affected because of their migrant male counter parts. Sub-Saharan Africa has been hard hit by HIV and AIDS. According to Brummer (2002), more than 29.4 million people are living with HIV and AIDS in this region. Moreover, South Africa, Swaziland, Lesotho, Botswana and Zimbabwe have the highest infection rates. The spread of HIV is linked to the movement of people in this region. Studies suggest that migration played a significant role in the spread of HIV in Southern Africa, and migrants are at higher risk of contracting the virus than non-migrant populations (Seedat, 2011). Furthermore conflict and wars have played a role in the spread of HIV, because during wars, people are exposed to stressful situations, which make them vulnerable to HIV; for example, poverty may force women to sell sex in order to survive. Moreover, regular visits by migrants to their homes could increase transmission of HIV. This is not to suggest that migration causes the spread of HIV, but that mobile populations' circumstances facilitate the spread of the virus. In the case of labour migrants, their sexual behaviour could change due to being away from their regular sexual partners. Another risk factor is being in a new and unfamiliar environment where they find themselves alienated and lonely with limited social support and become a law unto themselves (Brummer, 2002). As noted previously, there are also positive aspects of labour migration.

2.15 Benefits of labour Migration for the Migrant and the Family

The positive impact associated with migrant labour seems to center on the economic benefits to the household. For example, those who have migrated send remittances home and this has a positive impact on the family in terms of improving the economic and social well-being of the family (SACE, 2011; Mendola & Gallego, 2011; Lucas, 2008; Kaur et al., 2011; Labor Market Review, 2007; Kane & Leedy, 2013). It is estimated that by 1999, 85% of rural African households with migrant workers received remittance income (Posel, 2010).

According to Antman (2012), remittances sent by a migrant parent make a positive contribution to the family's budget. This might translate to access to better health facilities and education and children completing school. Research in the Philippines found that migrant workers send their children to private schools, as they are perceived to offer better education than public schools

(Bryant 2005, as cited by Rossi, 2008). Moreover, completion of school means that children will delay joining the workforce and could pursue higher education.

Another positive aspect of migration is that it contributes to the economic development of the host country or city. For example, South Africa's economic success can be attributed to mining and farming. Both benefitted from migrant labourers from Southern African Development Community (SADC) countries (Kok et al., 2006). As noted previously, TEBA was very instrumental in recruiting miners.

The family also benefits from having a family member who is a migrant. According to Antman (2012), remittances sent by a migrant parent make a positive contribution to the family's budget. This might translate to access to better health facilities and education and children completing school. Research in the Philippines found that migrant workers send their children to private schools, as they are perceived to offer better education than public schools (Bryant 2005, as cited by Rossi, 2008).

Moreover, completion of school means that children will delay joining the workforce and could pursue higher education. This may result in 'brain gain', with those left behind working hard to acquire a better education (Antman, 2012). Macours and Vakis (2010) as cited by Antman (2012) found that in Nicaragua, maternal migration had a positive impact on children's early cognitive development. Other studies have found that children with a migrant parent may have access to improved nutrition (Mendola & Gallego, 2011). The authors also highlight the importance of social networks among families of labour migrants in Mozambique and conclude that labour migration may have a positive impact on social cohesion in some communities.

2.16 Conclusion

This chapter presented a review of the literature on labour migration at the international level, as well as in South Africa. It was revealed that there is no universal definition on labour migration. It was also highlighted that there are theories that seek to explain the underlying factors behind migration, for instance the Neo-Classical and the New Economics of Labour Migration. Moreover, in this chapter, it was also emphasized that labour migration has a very long history in South Africa, which dates back to the late 19th century. Furthermore, it was also revealed there had been gender changes in migration. There are now more women who are labour migrants and

their numbers now equals that of their male counterparts. Lastly, it was clearly indicated that labour migration has both positive as well as negative effects on the families as well as the countries that are affected. The following chapter discusses the methodology employed to conduct this study.

Chapter 3: Research Methodology

3.1 Introduction

This chapter describes the data collection process for this study. This includes a discussion on the research design, theoretical framework, research paradigm, sampling techniques, and data collection tools, as well as how the data was analyzed. According to Thomas (2009), the design can change during the course of the project, depending on the circumstances. The chapter concludes by reflecting on the ethical issues encountered during data collection.

3.2 Theoretical Framework

Social constructionism was used as the framework for this study to provide a theoretical lens for data collection and analysis. This theory states that meaning is socially constructed and people construct meanings in different ways, even in relation to the same phenomenon. According to Burr (1995), what is perceived as the truth is a social process among individuals, which involves interactions as people engage with one another. Adding to that, Amineh (2015) argues that reality is constructed through human activity, which during social interaction. Moreover, the theory perceives meaning as a social and cultural construct. Social constructionism argues that there is no objective truth, since knowledge is accumulated from different sources, which could include our predecessors or those we are currently living with. Burr (1995) goes on to say that knowledge is not something that people either have or do not have; rather, it is something that they do together. When people are born into this world, there are existing terms that are used to refer to living or non-living beings. Thus, by the time we are born, knowledge is already there and will continue to be fabricated for generations. For instance, today's spoken languages no longer have the same structure they had a hundred years ago. Some of the terms used then have changed. This had implications for my research as the end goal is not to search for truth, since there are many alternative constructions of events (Burr, 1995). Teague (2000), further argues that meaning is formed by a social consensus, as it is based on social interaction. Therefore, meaning is created during this interaction among individuals. Amineh (2015) adds that social constructionism theory examines knowledge and understanding of meaning, which is created by individuals. For many social constructionist researchers, the research goal is a political or pragmatic one to search for an interpretation of the phenomenon under study that might bring

about change for those who need it. Not all social constructionists take such a political stance; some research projects might focus on identifying new ways of understanding and analyzing a social phenomenon. This is the position I adopted in this study. I sought to understand dominant discourses and ideologies from the analysis of the narratives of migrant workers and their lived experiences.

3.3 Research Paradigm

Rubin and Babbie (2005) argue that, in acquiring knowledge, nobody starts with a completely clean slate. Researchers commence with philosophical assumptions about the nature of reality, which inform the overall approach to the enquiry. Terre Blanche, Durrheim & Painter (2006) add that paradigms pave the way for the research process, including methods of data collection and interpretation. A paradigm plays a pivotal role in a research design, as it influences the research question and how they will be answered.

This study utilized an interpretivist paradigm, which argues that each person constructs the social world in a different way (Thomas, 2009). Interpretivists stress that meaning is a social process; it is constructed by a social group through their language (Shaw, 2007). The researcher needs to examine different issues in order to understand phenomena (Henning, 2004).

Interpretivists view perceptions and beliefs as rooted in people's making. They also argue that all research is influenced by pre-existing perceptions, beliefs and theories; therefore, it is impossible for a researcher to avoid subjectivity.

According to Terre Blanche, Durrheim & Painter (2006), interpretivists focus on interpreting the social world in the form of language, which is a system of meanings and practices that construct reality. This paradigm was best suited for my study because it was a qualitative one. According to Terre Blanche et al., (2006), interpretivist studies are qualitative in nature and focus on meaning making. Moreover, interpretivists use in-depth interviews as one strategy to understand how people experience their world.

This research was qualitative in nature because it sought to study human beings in their social setting. A qualitative study relies on personal beliefs, or specific current issues (Neuman, 2011). This is different from a quantitative study where the focus is on statistical data. Qualitative studies seek to understand, explain, explore, discover and clarify situations, and people's

feelings, perceptions, beliefs and experiences (Kumar, 2011). In this study I sought to understand the participants' life experiences. Furthermore, qualitative studies use flexible and fluid research designs. This enables the researcher to make changes to the design during the course of the study, if there are good reasons to deviate from the original design (Terre Blanche, Durrheim & Painter, 2006). The participants were expected to explain and clarify their perceptions and feelings. Brikci (2007) adds that qualitative research generates words, rather than numbers. In this study the focus was on the behaviour and experiences of employees who are Field Rangers at EKZNW, which was the social setting within which the study was conducted. Terre Blanche and Durrheim (1999) note, that, in a qualitative study, data is collected in the form of written or spoken language. This was relevant to my study because data was collected from people in a spoken language that they all understood, instead of numbers, as would have been the case if it was a quantitative study.

According to Brikci (2007), certain questions cannot be answered by means of surveys, especially when it comes to how people feel about a particular phenomenon. These kinds of questions can only be answered by applying qualitative methods such as interviews and focus group discussions. Furthermore, interviews provide details and a story on a subject that little is known about. For example, there have been many studies on migrant labour, but not in the wildlife sector. However, qualitative studies have their own shortcomings, including bias in the form of the researcher's own opinions. Moreover, the samples are very small and cannot be taken as truly representative of the whole population (Brikci, 2007). Nonetheless, the fact that the sample was small gave me an opportunity to conduct in-depth interviews, and obtain rich data.

3.4 Sampling

Sampling involves the selection of research participants from the entire population. This involves decisions about which people to select, and which behaviors or social processes to observe (Terre Blanche, Durrheim & Painter 2006). Interviews, observation and recording human behavior play a vital role in qualitative research and within the interpretative paradigm. For the purposes of this study, purposive sampling and snow ball sampling were used to select eight participants for individual interviews and seven for a focus group discussion. All the research participants worked for EKZNW and recruitment for individual interviews took place at 3

EKZNW sites. The 3 sites were selected because they were accessible, as they form part of the region that I serviced as an Employee Wellness Practitioner. Secondly, they are both different in terms of landscape, climatic condition as well as the kind of biodiversity that they look after. For instance, Witterberg Nature Reserve is located in the Ukhahlamba/Drakensberg, while Imfolozi Game Reserve is located not far from the east coast and it has got Africa's Big 5, which is the elephant, rhino, buffalo, lion and a leopard. Then Ithala Game Reserve has similar characteristics to Imfolozi, but it does not have the lion. Moreover, the kind of work challenges they face are slightly different, for instance at Ithala and Imfolozi there is a high level of rhino poaching, whereas in the Ukhahlamba there is no rhino poaching, but they have to deal with issues such as poaching of antelopes, winter fires and smuggling of goods as these reserves are close to Lesotho. Focus group participants were recruited from Imfolozi Game Reserve. The following criteria guided the recruitment process:

- a) The participants were males as men make up the majority of Field Rangers at EKZNW.
- b) All resided away from their families and stayed at EKZNW staff residences.
- c) The participants had at least three years' experience as Field Rangers.
- d) All the participants were EKZNW employees.

Purposive sampling ensured that participants selected were likely to provide meaningful and relevant information based on their characteristics (Brikci, 2007). Whilst the study aimed to explore these migrant workers' relationships with their families, marital status was not used as a selection criterion since the focus of the study was on relations with families, including a spouse. Purposive sampling is often criticized for bias. Bias is identified in situations with a high non-response rate from would-be participants. Therefore, the researcher may not know how different the responses of those who responded are compared with those who were not part of the study (Denscombe, 2007). On the other side snow ball sampling is about the researcher making contact with 1 or 2 people, who will then recommend other people they know who meet the researcher's criteria. In this study I approached a few employees, who met the criteria to be part of the study. I explained to them that I was doing a research. I then requested them to recommend anyone they knew who could be eligible to participate in this study. Out of the few that initially contacted, I was able to get my sample for individual interviews. Alasuutari,

Bickmane, Brannen (2008) state that subjects may not be chosen for their representativeness of a larger population group, but for their informativeness.

In a focus group, the sample size is small, between six and 10 participants. A group of less than six is not sufficient to sustain discussion. On the other hand, a larger group may be difficult to control (Brikci, 2007). Therefore, all the participants in the focus group were selected through purposive sampling at Imfolozi Game Reserve. Eight participants were selected using the criteria stated above. This site is one of the busiest and most dangerous as it is home to the 'Big 5' (elephant, buffalo, rhino, lion and a leopard). This makes it a target for poachers, especially for rhino horn. These poachers are heavily armed and dangerous and working in that reserve is thus hazardous. Most Field Rangers at this site are very experienced and this is the section I had serviced in my role as an employee assistance practitioner for EKZNW; hence I was familiar with some of the employees.

3.5 Data Collection

Data collection is defined as scientific method that is used to obtain information from participants (Terre Blanche & Durreihm, 1999). I will further elaborate on how data collection was done.

3.5.1 Focus Group Discussion

I personally conducted all the interviews and the focus group discussion. Participation was voluntary and participants were required to sign informed consent forms before taking part in the study, as outlined by De Vos, Strydom, Fouche & Delpont (2011).

Two forms of data collection were used, individual interviews and a focus group discussion. The participants in the focus group were not interviewed individually. The advantage of a focus groups discussion is that a researcher can obtain more than one response from different participants at the same time. During the focus group discussion, for certain questions, I received a variety of responses from participants. It was evident that they have different viewpoints even though they may have similar experiences. Moreover, this is a safe environment where participants can share their ideas, beliefs, and experiences (Denscombe, 2007).

Focus group discussions also allow a researcher to question several individuals systematically and simultaneously (Rubin & Babbie, 2005). Moreover, in relation to sensitive topics, valuable information is likely to be generated in a group setting (Brikci, 2007).

The participants for the focus group discussion were recruited from Imfolozi Game Reserve. The shared characteristics among focus group members included working for the same organization, doing the same job and all coming from rural areas of KwaZulu-Natal. The purpose was to obtain a sample that met all the study's criteria. Although coming from a rural area was not a pre-requisite for participation, it happened that all the participants shared this background. In a focus group discussion, participants interact as they share their views, and stories that are relevant to their daily lives. This suited my study well because social constructionism emphasizes that meaning is socially constructed. Therefore, the focus group discussion enabled me to understand how they perceived their social circumstances.

The initial plan was to have eight participants for the focus group discussion. However, one participant was not available on the day due to work commitments. Nonetheless, the number fell within the range recommended in the literature.

3.5.2 Individual interviews

Participants for individual interviews were recruited from Witteberg, which is located in the Ukhahlamba-Drakensberg region and Ithala Game Reserve in the Zululand region. These sites were the closest and the most easily accessible to me as I am employed by EKZNW. Moreover, gathering data from three sites enriched the study as the three regions are unique in terms of their geographic location. Interviews were held with eight participants and a semi-structured interview guide was used.

Semi-structured interviews are characterized by open-ended questions (Brikci, 2007), which were used in this study. An interview is very effective when the researcher seeks to gain insight into people's emotions, feelings and experiences (Denscombe, 2007). However, for the interview to be successful, the interviewer must motivate participants to share as much relevant information as possible without making them uncomfortable. Terre Blanche et al., (1999) add that an interview is the most natural form of interacting with people. It offers a researcher an opportunity to get to know participants intimately and to understand how they feel and think.

During all the sessions, I encouraged the participants to be actively involved, even when some appeared to be reserved. Interviews allow for optimal communication as the interviewer can easily ensure both verbal and non-verbal communication (Alasuutari et al., 2008). The interviews were conducted at a place that was convenient to the participants, which were their stations. For example, those who worked at Witterberg (in the Drakensberg) were interviewed at their station, in a safe and private environment. All sessions were conducted in isiZulu, the participants' mother tongue, and all participants were interviewed once.

3.6 Data Analysis

According to Denscombe (2007), analysis consists of digging deep into what is presented to one as a researcher, in order to reveal what could be below the surface. This enables the researcher to obtain rich data with the aim of identifying factors that could explain the nature of what is being studied. Different kinds of analyses can be applied that are aligned to either qualitative or quantitative research. Since this was a qualitative study, I opted to use thematic analysis as it blended well with my research design. Thematic analysis includes identifying, analyzing and reporting the patterns of themes within the data (Braun & Clarke, 2006). The authors add that it interprets various aspects of the research topic. Moreover, thematic analysis provides a rich, detailed and complex account of data, by searching across data and find repeated patterns of meaning. Such analysis has its shortcomings, such as the fact that it does not seem to be recognized to the same extent as traditional methods such as discourse analysis and content analysis (Meehan, Vermeer, & Windsor, 2000 quoted by Braun & Clarke, 2006). In thematic analysis, the researcher identifies common themes that summarize all the views that have been collected. I commenced data analysis by transcribing all data collected. This was useful as it enabled me to gather as much information as possible from the interviews and focus group discussion, thus providing a full picture of the participants' experiences. I then identified and grouped the common themes that emerged from transcripts. This exercise helped me to link and compare the themes to those identified in the existing literature and other previous studies.

This was an appropriate form of analysis for this study, as it enabled me to analyze and interpret the data from field notes and then identify the main themes that emerged during interviews and the focus group discussion.

3.7 Trustworthiness

Rubin and Babbie (2005) define validity as the extent to which an empirical measure adequately reflects the real meaning of the concept under consideration. They add that no study in social research is ever perfectly flawless; even the best have some limitations.

I used triangulation to ensure that the data collected could be trusted, and be accurate and unbiased. According to Thomas (2009), triangulation is an approach that examines a phenomenon from different angles. Terre Blanche et al., (2006) note that it entails collecting material in as many different ways and from as many diverse sources as possible. Brikci (2007) further argues that triangulation increases the validity of findings by seeking evidence from different sources and comparing the findings. Triangulation was instrumental in better understanding the lived experiences of labour migrants. For this reason, I used individual interviews and a focus group discussion. Flick (2014) states that there is no strict guide in terms of how many interviews or focus group discussions a researcher should conduct; it depends on a number of issues, such the accessibility of potential interviewees.

In a qualitative study, a researcher usually uses triangulation during data collection. It involves the use of various methods or sources to support the strength of interpretations and conclusions (Mertens as cited by Thomas, 2009). In presenting the findings of studies undertaken from a constructionist perspective, it is common for the researcher to provide direct quotes from the research participants to support inferences drawn from the data (Holstein and Gubrium, 2008).

The use of individual interviews and a focus group discussion ensured the trustworthiness of the interpretations, as I had an opportunity to interview participants as individuals as well as in a group setting and ascertain if what they mentioned and what I observed was consistent. This yielded rich data in terms of diversity. Some responses might have been missed had I only used individual interviews.

3.8 Limitations of the study

The limitations of the study included the fact that the study was undertaken at nature conservation sites in KZN, and focused only on male participants because the work environment consists of mainly male workers. Due to accessibility and cost considerations, samples were drawn from the Drakensberg and Zululand, the two sites which were closest to the researcher.

Language was another limitation as all participants were isiZulu speaking and the data collected had to be translated into English. The meaning of their responses could thus have been lost during translation. However, I was able to translate the data into English, because I am an isiZulu speaker.

Finally, there could have been bias with respect to the responses from participants, because the researcher is also an Employee Wellness Practitioner within the organization. Therefore, it is likely that the participants provided what they thought were ‘acceptable’ or ‘appropriate’ responses in order to impress me. To avoid this, I clearly stated to all the participants that I was taking on the role of a researcher during the course of the study and appealed for their honesty during interviews.

3.9 Ethical Considerations

Most universities have ethics committees. These committees are responsible for the reviewing of research proposals, according to very strict rules before a research study is carried out (De Vos et al., 2011). For this study, ethical clearance was obtained from the university’s (University of KwaZulu-Natal) ethics committee (See appendix 5) I also made a request directed to my immediate manager, the Head of Human Resources and the Chief Executive Officer for the organization’s permission to conduct the study. Permission was granted. Taking on the role of researcher while being the Wellness Practitioner, was a challenge. As noted previously, I made it clear that the information I required from the participants was in my role as researcher, and that this information was for academic purposes. It was vital to clearly define my roles. I am confident that being their Wellness Practitioner did not put me or the participants in an awkward position as they shared intimate and sensitive information with me, indicating that they trusted me. Confidentiality and anonymity of participants was maintained in order to protect them. This is in line with what is mentioned by De Vos et al., (2011) when they put an emphasis that confidentiality can be viewed as privacy in its most basic meaning.

Participation in the study was voluntary and the participants signed informed consent forms without being coerced. For instance, during recruitment, two individuals refused to take part and I made it clear that it was within their rights to do so. According to De Vos et al., (2011), written consent is a necessity, rather than just being a luxury. Therefore it was crucial that despite obtaining verbal consent from the participants, it was equally important to obtain written

consent, which was eventually obtained. It was further elaborated that they were at liberty to withdraw from the study at any time if they felt uncomfortable and that they would not be victimized or receive unfair treatment if they chose not to be part of the study.

The participants were also informed that they would not receive any incentives to take part in the study and that there would be no financial rewards. Conducting the interviews at their place of work was beneficial because they did not have to worry about how they would reach me. Their managers were also comfortable with this arrangement.

The interviews were conducted at safe and private venues that ensured confidentiality. The participants in the focus group discussion all worked in the same section. This made it easy for me to meet with them in one venue. It also made it possible to create a relaxed atmosphere to discuss sensitive and personal issues.

3.10 Conclusion

This chapter discussed the research methodology used to conduct this study. It highlighted the research paradigm, research design, sampling, data collection tools, data analysis, trustworthiness, the study's limitations and the ethical considerations taken into account in conducting the study. The following chapter presents and analyzes the data collected and discusses the study's findings.

Chapter 4: Findings: Discussion and Analysis

4.1 Introduction

This chapter discusses the findings emerging from the data gathered during individual interviews and the focus group discussion. It also has the demographical profiles of participants. Qualitative data was gathered from a total of 15 participants, including individual interviews with eight participants and seven that participated in a focus group discussion. All were male migrant workers employed at EKZNW. Since qualitative research methods were employed for this study, qualitative analysis approaches were used. Snow ball and purposive sampling techniques were utilized. The findings are based on the lived experiences of the 15 participants.

The participants' profiles are presented below.

Table 1. Individual Interviews Participants' Profiles

Names	Age	Marital Status	Length of time in the field	Education level	Place of origin
Dludlu	33	Single	6 years	Grade 12	Estcourt
Thekiso	37	Single	9 years	Grade 12	Louwsburg
Khanyile	44	Married	19 years	Grade 11	Mbazwana
Leeto	57	Married	20 years	None	Phongolo
Zondo	49	Married	20 years	Grade 7	Estcourt
Hlubi	50	Married	21	Grade 8	Estcourt
Makhathini	58	Married	25 years	Grade 10	Estcourt
Ngema	38	Single	7 years	Grade 12	Pietermaritzburg

Table 2. Focus Group Discussion Participants' Profiles

Names	Age	Marital Status	Length of time in the field	Education level	Place of origin
Khumalo	43	Married	23 years	Grade 7	Mtubatuba
Dlodlo	32	Single	8 years	Grade 12	Nkandla
Mpanza	31	Single	6 years	Grade 12	Manguzi
Mthethwa	47	Married	29 years	None	Hlabisa
Buthelezi	35	Single	10 years	Diploma	Mseleni
Simelane	30	Single	5 years	Grade 12	Port Shepstone
Masondo	44	Single	12 years	Grade 9	Mtubatuba

The questions used for the individual interviews and focus group discussion are attached as appendix 1.

The research study was guided by the following three main research questions:

1. What are the experiences of male migrant labourers at EKZMW?
2. How do male migrant labourers maintain their relationships with their families at home?
3. What are the various effects of migration on the migrants and their families?

The chapter commences by providing the participants' demographic characteristics. Emerging themes are then discussed and analyzed. These themes are summarized below.

Research Question	Theme	Subthemes
Experiences	<p>1. Challenges</p> <p>2. Working conditions</p>	<ul style="list-style-type: none"> • Separation distress • Absence of a significant family figure • Response to crisis situations • Unfavorable working conditions • Recreational activities • Finances • Community distrust • Safety
Maintaining family relationships	3. Ties with families	<ul style="list-style-type: none"> • Communication patterns • Patterns of return • Remittances
Effects of migration	<p>4. Benefits</p> <p>5. Relationship with Spouses</p>	<ul style="list-style-type: none"> • Sense of achievement • Family survival and progress • Coping strategies at work • Mutual Respect • Informal Social Networks • Marital Problems • Condom use • Multiple families • Children born out of wedlock

4.1. CHALLENGES

4.1.1 Separation Distress

Working far from home brings its own challenges (see Hettige, Ekanaye, Jayasunder, Rathnayake, Figurado, 2012). The participants reported that they had limited time with their families. This fostered anxiety and anticipation of separation from family members. The participants and their loved ones felt sad when they had to return to work and there was always a feeling that the time they had spent together was not enough.

“It happens when I have been away for two weeks, and the child starts asking...when are you coming back father? Then to me it means there is a problem now, because I am not with my family. To me I end up not feeling well, for going out to work for my children.”
(Khanyile)

“I leave a huge gap at home, no I leave a gap, it is there. They wish I could stay longer. They want me to work, but they do not want it when I have to leave. They do have that.”
(Dludlu)

Dludlu’s comments highlight his sadness when he leaves his family, but there is nothing he can do about it, because the same job that limits him from spending more time with his family enables him to support them.

“Maybe when I have been away for two weeks, they ask when are you coming back father, then that means now there is a problem that I am not with my family.” (Thekiso)

The participants had ambivalent feelings about their circumstances. Although there were negative effects of going back to work, they also saw the positive side of it:

“It is a difficult situation, but because you are a man, you have to go to work. You are not being expelled from work; you are just given time to rest. You have to accept that by going to work you bring happiness at home.” (Zondo)

“Now they are used to it, no, now they understand, because I told them about my line of work, that I will not come home now and again, when there is a problem. They need to understand that as I am working, I am working so that my children may grow. You see...if they have a problem about that, or maybe they are not satisfied about that, how

are children going to grow...? Because I am working so that they may grow, and not starve. They need to think that if I am not working children will starve. They understand, I won't lie. They do not have a problem about the way I work." (Dludlu)

"Yes, it is not nice, but it is something that one must do, because of work. I do not have any other way around it. Being far away from the family is not a nice thing, but you are forced because of work, because they cannot live, if you were staying at home. Work comes first; yes I must work so that they may live." (Zondo)

"When I arrive, I inform them of when I am returning to work. Then I keep on reminding them." (Thekiso)

This is one of the coping strategies to minimize anxiety when they had to return to work.

Another strategy was leaving in the hope that one day things will get better and they will spend more time with their families.

"Although it is painful, there is a time when I will be relieved, when I have reached 55 years." (Khumalo)

Khumalo's comments suggest that he might feel trapped in his situation of staying far from his family. The only way out will be retirement. It further revealed that he was not prepared to wait until he was 60 to retire. Instead, he wanted to take early retirement, so that he could have more time with his family.

"Oh now the one who works is leaving now..." (Simelane)

It was reported during an individual interview that this participant's mother would utter these words when it was time for her son to return to work. In Sri Lanka, migration had serious consequences, especially when looking at the strain that the family had to take (Hettige et al., 2012). This is an indication of that being away from home was distressing to all family members. Not having adequate time with family was a challenge especially when a migrant worker plays a significant and active role in the family. Below, I explore this theme.

4.1.2 Absence of a Significant Family Figure

The migrant labour system keeps men away from their families and some families become accustomed to this arrangement (Rabe, 2006). A study conducted in Kenya concluded that work is one of the main reasons for absent fathers (Kimani & Kombo, 2010). Participants from this study indicated that the inability to spend adequate time at home meant that other tasks at home were left incomplete as this participant indicated:

“Now you find that time is passing, there was something that there was something that needed my urgent attention at home, but because I have to return to work, I am forced to leave it unfinished. And while I am at work, my mind keeps thinking about that thing I could not finish.” (Khanyile)

Joest’s (2005) in his study argues that actually the absence of a husband may empower the wife who is left with the children to be competent in fields she was not familiar with prior to husband’s departure. In this study, some of the participants stated that their partners have learnt to be less depended on them:

“Buying two groceries is working for me, because at home they learn to save.” (Mpanza)

This gives the impression that being away from home gave the migrants time off from worrying about day to day family struggles. While at the reserve, family members had to take responsibility and learn to live on what they had. However, the absence of a significant family member has repercussions for the family, especially when there is a crisis. One may argue that families learn to survive on their own in order to deal with the change happening in the family. However, the participants wanted to maintain an active role in family affairs. Since participants were often far away from their households, they shared about how they dealt with family crisis which occur while they are away in the section below.

4.1.3 Response to Crisis Situations

The participants felt that they are unable to respond quickly to crisis situations at home. They were of the view that this challenge could have been avoided or minimized if they stayed nearer home.

“There are things that are not taken care of at home while you are at work.” (Khanyile)

Khanyile further added about his property is not taken good care of, for example when livestock is stolen or falls sick. This is congruent with Thabane's (2008) findings where the participants stated that those left at home were not taking good care of their property. Moreover, in case of an emergency, they could not reach home quickly.

"This means when I am work near home, one day when there is an emergency I can rush home to see what is happening." (Buthelezi)

"When I take leave, I know that I will stay the whole month, and fix what needs to be fixed." (Hlubi)

Taking more time off gives Hlubi sufficient time to spend with his family and do the things he needs to do at home. It was clear that the participants felt that nobody could take better care of their property than themselves. This is one of the reasons they believed that if they worked closer to home, they would be able to react more quickly in times of emergencies. However, they added that their supervisors allowed them to go home to attend to a family emergency. This theme indicates that despite the family members being empowered, the participant perceived them to be powerless during crisis and they were dissatisfied with that.

The challenges confronting migrants are not confined to their private lives; negative issues are also associated with their working environment. The following section highlights the participants' working conditions.

4.2 WORKING CONDITIONS

4.2.1 Unfavourable Working Conditions

One of the biggest challenges of working as Field Rangers was the fact that the participants spent most of their working time in the bush. This meant they had limited access to basic resources such as electricity. They relied on either solar power or gas for lighting and cooking:

"It is not easy because you cannot charge, the only thing you can charge is a cellphone, if you charge something that needs more electricity like laptops ...ah ...the main switch will trip and that will affect everyone." (Thekiso)

For those studying through distance learning, the lack of conventional electricity makes it difficult to pursue their academic aspirations. This concurs with the findings of Musingafi,

Mapuranga, Chiwanza, K. & Zebron (2015) study in Zimbabwe on the challenges faced by open and distance learning students. It highlighted the lack of infrastructure, isolation and lack of access to the internet. These challenges led to high dropout rates. This was supported by Thekiso who stated that:

“I was just studying, I was doing a game rangers’ course, but then there were obstacles along the way here at work, hawu... I ended up dropping out ...I studied and studied, but I encountered problems when I had to submit, as I did not have a computer at that time and I did not have money to buy it. When I asked my supervisor to use office equipment, he would not allow me.”

The participants identified further consequences of their working environment:

“Perhaps when you are not feeling well, there is that thing with supervisors, they do not take you illness seriously, even when you need to see a doctor, sometimes you end up walking on foot to the main entrance.”(Thekiso)

It is not safe to walk from the participants’ campsite to the main camp, because they could encounter a dangerous animal. It can be deduced that participants felt trapped and unable to do anything to change their circumstances. They also expressed the desire to be accommodated in family-friendly units, which would make it easier for their families to visit them. The following comment was made during the focus group discussion:

“It is painful when you wish you could be visited by your family, but then you are limited by your accommodation.” (Buthelezi)

As the following section shows, the migrants also lack recreational activities.

4.2.2 Recreational Activities

Recent studies (for example, Hudson, 2006; Mokaya & Gitari, 2012) show that participation in sports at the workplace is important to employees. Hudson (2006) notes, that, sports strengthen working relationships and recommends that employers should encourage their workers to play sports together. The current study found that there was lack of recreational facilities at the game reserves and workers had to find ways of dealing with boredom.

(Laughing) “...It is just listening radios, it could be soccer, things like that, radio stories. There are programmes that one listens to and find that they constructive, especially when you starting to fall off the track.” (Khanyile)

“Okay, I pass time by maybe it happens that we are sitting around outside in the verandah, we talk, but then we run out of things to talk about. We watch things like television at that time, then comes a time when we have to start cooking, we cook and eat and then we go to our respective rooms, until we see each other the following day. We do not have anything to do. I used to play soccer, but now I have stopped.” (Zondo)

Another participant described how he avoided boredom:

“I lift weights, there are weights that I am using and soccer, I train day after day, I play soccer and I like jogging. I do not experience boredom at the reserve. There are firefighters, at 14:00 we play soccer at the field, and then at 16:00 and after 16:00, if I am not tired I train, they can attest to that, I do not fall sick.” (Dludlu)

Age was on this participant’s side, which was one of the reasons he was more physically active than some of his colleagues. The kind of physical activities he participated in are those that can be practiced anywhere, and require few financial resources. On the other hand, indoor games such as chess and snooker do not require physical strength, but mental agility.

This suggests that, in order to address the issue of boredom, the employer should provide a variety of recreational facilities to cater for everyone, ranging from those that are physically demanding to ones that are less physical but mentally challenging.

The lack of recreational facilities is not unique to EKZMW employees. Brummer (2002) found that there were no recreational facilities in the mining compounds. This can result in migrant workers using alcohol to deal with boredom (Mazibuko, 2000). The comments from the participants suggested that they had accepted their situation and did not see any way out except for the activities they mentioned. Once again, this suggests that the employer needs to find innovative ways to provide recreational facilities. A lack of such facilities exposes workers to temptations such as excessive drinking and going outside the reserve in search of entertainment. This could expose them to unsavory elements.

Working and living inside reserves has shaped migrants' perceptions of how they use/misuse their monies. This is discussed in the following section.

4.2.3 Finances

Participants shared different views on the way they perceive their income and how it was spent by themselves, as well as their families. However, there was a strongly held view that their salaries were not sufficient to meet their needs and financial obligations.

“In fact I am struggling, what hits us is the fact that there is no money.” (Zondo)

Other participants had a different view:

“We as people will never be satisfied.” (Khanyile)

This could be due to a number of reasons, including rising prices and high inflation. For example, according to Statistics South Africa (2012), there was a 24, 6 % increase in spending by households in South Africa. This could also be caused by the reasons that are mentioned above.

The participants also shared some of the strategies they adopted to supplement their salaries. These included income generating projects or small businesses:

“I have tried a business with my brother, but my brother was killed, he was hijacked, we had a metered taxi. That business collapsed when my brother died. I do have another business idea in mind, but it is not easy to start a business because of my work.”

(Buthelezi)

“There are things I do when I am on time off, that generate money, and then I would see that if I was doing that every day, maybe I would have made a lot of money, you see. Now when you are inside the reserve you cannot do those things. Business requires you to be hands on, so that it will be alright. I once had a chicken business, but because I am staying far from home, I had to stop, because I could not depend on people to look after it, even if they want to, but you want to see for yourself how business is doing.” (Dludlu)

There was thus a strong view amongst the participants that their lives would improve if they stayed closer to home.

The participants also raised the issue of hostile communities adjacent to the reserves. This is discussed in the following section.

4.2.4 Community Distrust

There seemed to be a poor relationship between the participants and communities adjacent to the reserves. This animosity had a long history, especially because some the reserves were part of land that was forcefully taken from local communities. Some community members feel that the participants have taken their jobs. Other studies have also found that migrants are viewed as job takers (see, for example, Kalitanyi & Visser, 2010; Muchiri, 2016). However, there was more to this distrust, due to the nature of the participants' work. For example, some community members perceive them as a stumbling block in gaining access to the reserve to poach antelope. In some cases, tension between local communities and migrants revolves around scarce resources (Phillips, Athwal, Harrison, Robinson, Bashir & Atkinson, 2010). At EKZNW, some local residents wanted to enter the reserves illegally in order to poach, while EKZNW employees' task was to conserve nature.

A participant addressed this issue as follows:

“People feel that you are taking their jobs. You see, it is something that is there, it is politics that is there. They have that attitude that we take their jobs...they are not working and we are working, why we don't go to our place of origins. They do not understand that as a field ranger, in true sense one does not work around his area, you see...”

(Thekiso)

A study by the Centre for Policy Studies (2009) noted that one of the reasons for xenophobic attacks was that local residents believed that foreign nationals were stealing their jobs. However, it noted that many factors were responsible for the attacks. While the EKZNW employees are not foreign nationals, there are similarities in the way local residents perceive migrants. Another participant commented:

“Sometimes it does worry me, because they would say hurtful things when they see us and say whatever they like. But we try by all means to avoid that, keep quiet and do not respond. Just look at them. They even say if they can kill all field rangers, there will be

job vacancies for them. But we just look at that as someone who is just dreaming, in what they are saying.” (Zondo)

“We have become enemies with some, because as they carry firearms when they poach, and we carry firearms as well. These people are our neighbours, it does not go well were we apprehend them...does it mean we must watch and let them do as they please...we are working here. You find that some of them are shooting...people have died a number of times.” (Hlubi)

“Mh...I cannot say that they have a good perception about us, sometimes when one of them sees an antelope, all they see is a source of food, then they look at you as a stumbling block.” (Khanyile)

“Hhawu, if you are a field ranger, you are a dog. But it is not all of them who do not like us, it is just some of them, but that happens if you are not in your birth place.” (Dludlu)

Being labeled a dog can have two different meanings. It can have a negative connotation, as it is sometimes used to refer to someone who is despised because of his character or what he does. It can also be used to describe someone who has achieved something great. However, in this context, it was used negatively.

“What is bad is the fact that sometimes we kill their dogs.” (Thekiso)

Due to the nature of their work, the workers are expected to shoot and kill any dog they see inside the reserve; this causes tensions with the community because these are expensive dogs. The comment also suggests that the Field Rangers shoot dogs with a heavy heart. There was a strong belief among the participants that if the dog was wounded and able to get away, the owner would bewitch the person who shot the dog. Thus, they would do everything possible to make sure that the dog was killed and thrown into the river, so that the owners would never find its body. Although there were some improvements in terms of relations between workers and community members, there were still some isolated incidents that suggest strained relationships.

“In the past community they would look at us as just people from the game reserve.” (Zondo)

A participant cited an incident where they had set up a roadblock in collaboration with traffic officers and the South African Police Services (SAPS). While they were busy searching cars, a female passenger commented:

“I hate a person from the reserves, first of all these people do not earn enough salaries, they are oppressed by the Boers.” (Dlodlo)

He added that he was very proud of his work and that perhaps this woman had a boyfriend who was stingy with his money; hence, she held the opinion that all EKZMW employees were not earning good salaries.

It was observed that, while some people might regard the participants' jobs as of low status, the Field Rangers held strong views on the significance of their work. This explains Dlodlo's response. All the participants felt that their work was the cornerstone of EKZMW.

As noted earlier, the tension between local residents and EKZMW could also emanate from the fact that some local residents were removed from their land to make way for the establishment of nature reserves. This situation is not unique to South Africa, and occurred in other African countries. For example, Kitula (2006) observed a similar scenario in Kenya. The unfamiliar environment, as well as tension and distrust between the migrants and local communities, sometimes raise safety concerns among migrants. That is elaborated on in the following section.

4.2.5 Safety

The life of a migrant worker always involves some kind of danger. Miners who work underground have to deal with hazardous conditions such as extreme heat, working an eight-hour shift with no fresh air, prolonged exposure to silica dust and running the risk of contracting TB (AIDS and Rights Alliance for Southern Africa, 2008). EKZMW employees are on patrol for long hours, sometimes under extreme weather conditions. They are also required to apprehend suspected poachers, who are heavily armed. They are known in their communities as EKZMW employees. Therefore, working and residing in the same area would put their lives and those of their families in danger, if those they apprehend are people they know or their neighbours:

“On the side of safety, working far away from home is helping, because in the line of my work we are protecting nature, the same nature that they are after.” (Hlubi)

“Working far away from home is working for me. I like working where I am, there are people who do not want to work at Mfolozi.” (Dlodlo)

This participant noted that because Imfolozi Game Reserve is home to the ‘Big 5’, it is one of the reserves with high levels of poaching. Hence, it is high risk and poses many challenges to Field Rangers. He said these words with pride, showing that he was brave to be working in that reserve.

‘Some people would prefer not to work at Imfolozi.’ (Dlodlo)

Working away from home might be viewed as a disadvantage when one has a family. However, for these men, because of their line of work, distance is an advantage in terms of their wellbeing as their safety and that of their families is not compromised.

The fact that the line of work raises safety concerns does not detract from these workers doing their work with diligence and pride.

The following section shows how the migrants maintain relationships with their families.

4.3 TIES WITH FAMILIES

4.3.1 Communication Patterns

The literature (see Thabane, 2008; Dansie, 2012) suggests that maintaining ties with families is critical for migrant labourers. In keeping with contemporary times, the respondents used various ways to maintain contact with their families. It is also interesting to note the increased frequency of family visits.

Modern technology such as cellphones played a significant role in maintaining close ties between the migrant workers and their families. The findings indicated that the participants kept in regular contact with their family members, often weekly. This strengthened family relationships and facilitated active participation in family affairs:

“Every morning when I wake up I call them to hear how they slept, in the afternoon I call them.” (Zondo)

“In fact, I do not take much long without calling my family. I call them really, I do not go more than five days without call them at home, but children and their mothers, I call them every day, to hear how the children are doing. I really call them.” (Dludlu)

“We communicate with phones, we chat through whatsapp, when we chat we can talk about what is happening in life. My child can talk with me...father we love you, and I talk with them nicely.” (Hlubi)

“Communicating depends if there is a need, but usually I call them every day.”
(Mthethwa)

“I do call them, maybe two times or three times a day.” (Thekiso)

It is evident that the participants maintain continuous contact with their families, despite the distance between them. Cellphones have made it possible and affordable to do so. Similar findings are reported in other studies with migrant workers maintaining regular contact with their families by means of cellphones (Firmin, Firmin & Lorenzen, 2013; Confederation of Family Organizations in the European Union, 2014).

Studies conducted in the United States found that social media network sites play a pivotal role in maintaining contact with friends and relatives (Dansie, 2012). Thus, the affordability and accessibility of modern technology is making a positive contribution to migrants and their families' lives. However, it takes more than this to maintain such relationships. Migrant workers also rely on visiting their families; this is discussed in the following section.

4.3.2 Patterns of Return

The literature on internal migration South Africa's mining industry suggests that migrant patterns of return are irregular, with workers often returning home once or twice a year (Rabe, 2006). However, the current study found that the migrants visit their homes quite regularly and that the participants regarded such visits as critical in maintaining relationships and contact with their families.

“I go home after two months, most of the time. But when there is a pressing matter, I go home, but on my plans, it is always my wish when I am at home to take at least two time offs, which is 14 days, and one gets it after two months that time off. I always try because

my aim is to do other things at home, so that I do not return without finishing what I planned to do.” (Dludlu)

“In a month we get seven days, although it is far away, so I visit them after two months. Because of distance, I would end up without money, if I had to visit them every month. It is better when I have a bit of time at home and a bit of time at work...It is important to attend to family problems when they are still manageable, so that you may be on par with them. Now if you wait too long you may not be able to resolve those problems.”

(Khanyile)

These comments are similar to the findings of other studies on the way migrants maintain relationships with their families. For example, Thabane (2008) found that female migrants maintain relationships with their children through visiting home regularly, and through children visiting their mothers during school holidays.

Rabe (2006) also found that, there have been changes in the frequency with which migrants visit their families. While miners in particular would previously return home at least once a year, today, they are able to visit their families once a month or every second month. One can conclude that regular visits have a positive effect on family relations. It also helps to ensure that the migrants are able to fulfill what they regard as their responsibilities as men. In the current study, it was interesting to note that partners and families were permitted to visit workers at their place of work with no restrictions on the duration of the visit.

“Now they can stay as long as they want.” (Khumalo)

Khumalo noted that, post-1994 and the advent of democracy in South Africa, they were permitted to have visitors. In the past, the organization regulated visits by families. For example, a wife was only allowed to visit for a certain number of days, as were girlfriends, with wives allowed to stay longer. Rabe's (2006) study also showed that changes have taken place in the mining sector with regard to spouses' visits. A room is set aside for the couple to share and the wife may not stay more than two weeks. Men leave the hostel for a short period to spend time with their wives. Similarities as well as differences were found in the current study. Firstly, there was no time limit on the period a wife could spend with her husband in staff accommodation and secondly, no rooms were set aside for couples. The more relaxed policy allows visiting spouses

more time with their working partners. This is a positive development and EKZNW presents a unique situation in this regard. Some of the participants also indicated that their children visited during school holidays. They added that this enabled their children to understand their work situation.

“If there is a need for them to visit, they come, I am not stopping them.” (Dludlu)

“I think she is now used to it, because when she feels like she misses me, she can come, there is a room available there. She has to visit and leave the following day, if she has money for transport.” (Hlubi)

“But we can see our families, the wife can board a transport and come to the reserve, it is not the same as it was in the past.” (Zondo)

It is worth noting that such experiences are different from the experiences of migrant workers in other sectors (Buregyeya, Bazeyo, Moen, Michelo & Fylkesnes 2008; Rabe, 2006). Maintaining strong family relations is an integral part of the migrants' lives and staff accommodation promotes spousal visits. Furthermore, employees in senior positions have family units, which is commendable. Scholars have long advocated for accommodation that caters for families (Buregyeya et al., 2008).

However, the participants noted that, while their spouses can visit, there is limited space for the whole family.

“If things went my way, everyone would be staying in an accommodation that has everything that a person needs.” (Buthelezi)

“It becomes painful when one wishes to be visited by the family, but then gets limited by the fact that the space does not allow.” (Khanyile)

It is evident that frequent visits played a crucial role in maintaining relationships between the migrants and their families and this should be encouraged.

One of the main reasons migrant workers work far from home is to earn money to support their families. The following section examines how they send money home.

4.3.3 Remittances

Sending remittances home is one of the important contributions migrant workers make to their households. Studies (Kaur et al., 2011; Labor Market Review, 2007) have shown that remittances play an integral role in improving the socio-economic conditions of those remaining at home. The participants outlined the different ways in which they support their families financially.

“I use cellphone banking, although children are not staying with my wife, because she is also working. Children are staying with my mother at home. My mother has an account, which I opened for her, I transfer. When there is a need to send money in the middle of the month, for example if a child lose uniform.” (Buthelezi)

“We have a joint account, on payday we both do grocery in town.” (Khumalo)

“I have managed to buy another site, even at home I made some improvements, and I bought some things because I had an RDP house. I can say working, has helped me a lot.” (Thekiso)

It is important to note the role of technology in ensuring easy and seamless access to money. Migrant make regular contributions to their households and this improves their families’ quality of life. This is also another way of maintaining their relationships with their families.

The following section highlights the benefits associated with being a migrant.

4.4 BENEFITS

4.4.1 Sense of Achievement

Being employed had positive spin offs for the financial wellbeing of the participants and they took great pride in this. A man’s salary supports more than just his wife and children; parents, siblings, cousins, nephews/nieces and other relatives also often depend on his salary (Brummer, 2002). Therefore, not only the employed individual, but the family as a whole benefit financially.

“Since I started working, I can see the improvement...slowly but surely, I can truly see, even at home one can see that there are people who are employed, they are eating, they no longer do ukwenana.” (Masondo)

This comment showed the change that can occur in a person's life by being employed and supporting his/her family. Families were no longer going to sleep with empty stomachs and some were no longer practicing 'ukwenana.' This is a practice among some African communities, where a person approaches a neighbour for food such as maize meal, sugar, flour, or salt with a promise to give it back when he/she is able to. Being employed has thus not only provided the migrants and their families with material gains, but has earned them respect among their neighbours and improved their self-esteem.

While the participants that were interviewed felt that they were not earning enough, interestingly, those that participated in the focus group discussion showed a great sense of achievement and pride at what they had achieved as EKZNW employees. This is consistent with the findings of Thabane's (2008) study on female migrants in Lesotho, where the participants noted that being employed enabled them to provide for their families. That study as well as the current study showed that workers' self-esteem improved as a result of being employed.

The participants also cited achievements as a result of being employed, including savings, improved family circumstances, earning respect among community members, paying *lobolo* and getting married. Furthermore, it was found that participants were committed in their work and took pride in their work. They appreciated the value of their work. As the following comments show, their sense of pride could be attributed to their material achievements:

"The things that one does at home, make even someone who is a teacher to see that this person is working...even other professionals wish they could be employed by EKZNW, because they see how you are progressing in life." (Mpanza)

This participant feels such a sense of pride that he compares himself to professionals like teachers. There is a sense that he even outperformed professionals. This is a major achievement considering he had a matric certificate but no tertiary education. It was a validation that even those who have not attended university could make it in life.

"I did not have field ranger knowledge, but now that I am doing it, I do not have regrets, I do not think that there is any other job that I can do." (Leeto)

"Protecting nature, I am not doing it for myself, but I am doing for others as well."
(Dludlu)

These comments are interesting as, despite the challenges they faced, they loved their jobs and would not trade them for anything.

Having a family member who is working and demonstrates tangible achievements, positively affects the way the family is viewed by community members. This is further discussed in the following section.

4.4.2 Family Survival and Progress

Working enabled the participants to do things they would have been unable to do if they were not employed. The following comments are taken from individual interviews as well as the focus group discussion:

“I save R3 000 a month, I requested the bank to allow me a 32 days’ notice, when I need the money.” (Dludlu)

“Because the father is working, they do not starve, they get everything they need. The father’s departure for work means there will be money at home.” (Leeto)

“There is something I have done, there is a change, because of being employed, the change I can see...there was no electricity at home, I am the one who connected electricity. Even building something that is better, I did that, as well as fencing the yard.”
(Masondo)

As noted earlier, in contrast to the interviewees that felt they were not earning enough, participants in the focus group discussion demonstrated a great sense of achievement as EKZMW employees.

“Everything I have: I am married, I have a house, I have children and a car, everything I have I got it through EZEMVELO.” (Khumalo)

“I am married, I have built at home, and I bought two cars. There is a lot that has changed, in the things that should be done by a man in life. Perhaps there is only one thing left now. I have managed to buy a BMW. Even when I return from the bush and I want to reduce stress. I take the car keys; sit inside the car, even when the engine is off.”
(Buthelezi)

“Things that you do at home, make even someone who is a teacher see that this person is working, even others who are professionals, they wish they could be employed by EZEMVELO, because they can see how one is progressing in life.” (Masondo)

“I grew up sleeping in a house built of mud and corrugated iron, today I am sleeping in house with tiled roof, I drive a car, I am trusted in my community, I am an Isibonda, and I am respected.” (Dlodlo)

Isibonda is a title or position given to a trusted and respected man in rural communities in certain parts of KZN. His rank is lower than that of *induna*, which is one of the chief’s officials in some rural communities.

As noted earlier, this sense of fulfillment is consistent with Thabane’s (2008) findings among female migrants in Lesotho. The following section shows that they have also found ways to cope with their working environment.

4.4.3 Coping Strategies at Work

The participants shared the coping strategies that enabled them to function optimally in performing their duties and ensured their social well-being. These strategies included mutual respect among workers and informal social networks.

4.4.3.1 Mutual Respect

Respect appeared to be one of the factors that helped the participants to maintain and strengthen their working relationships. The respect they have for one another suggests that they are in an environment that is supportive. During the focus group discussion, it emerged that respect played a vital role in this working environment. Such respect was evident during the discussion, in the way they interacted and gave one another the opportunity to express their views.

“I look at it as if I was employed today. I do not tell myself that I am old, I respect my seniors.” (Mpanza)

“Here at Ezemvelo you need to respect. What is more important is that you need to persevere, respect. You need to be friends and love your colleagues so that work will go smoothly.” (Simelane)

“The way myself and my supervisors are working together, we respect each other. Now what is left, is to get married, but very soon I will have a wife. I have two children and I support them, my colleagues can attest to that.” (Masondo) (Showing everyone his wrist watch)

The participants stated that they treated one another on an equal footing irrespective of age and experience. The following section shows how informal social networks help them cope with daily challenges.

4.4.3.2 Informal Social Networks

It is interesting to note the multiple roles played by colleagues. They are companions, friends and a support system when it comes to problem solving. Colleagues could be regarded as a form of a social network that assists in dealing with challenges (Centre for Policy Studies, 2009; Kariuki, 2014).

“He would tell me do it like that, because he has got a clear mind, unlike myself who cannot see a way out because of the problem I am experiencing. His mind can think ahead and he can advise me here and there and say do it this way.” (Hlubi)

This was the response by one of the participants when asked about the role played by his colleagues in helping him deal with problems. It also shows that he was prepared to take advice from other people.

“I communicate with my priests, yes, there are priests that are guiding me a lot. They guide me about life.” (Dludlu)

“It means when you have a problem, I speak to someone, because I am not going to keep the problem into myself, I need to talk to someone...even if that person is not my friend. As long as it is someone I think I can trust, it can even be my supervisor.” (Leeto)

Taking advice from people one does not have a close relationship with could be a sign of the trust shared among these colleagues. However, it could also be a worrying factor in terms of how far this participant would go in taking advice from those that are not relatives or close friends.

Without friends and colleagues, the participants would have found it challenging to deal with daily problems. Therefore, informal social networks play a crucial role in the lives of migrant

workers. The following section examines the kind of relationships that exist between migrants and their spouses.

4.5 RELATIONSHIPS WITH SPOUSES

4.5.1 Marital Problems

Some studies have concluded that single sex accommodation, where migrants' spouses cannot visit them, promotes casual sex (Mazars et al., 2013). However, as noted earlier, EKZNW workers have adequate accommodation that enables their families to visit them. While this promoted better relationships with their spouses, it did not completely eliminate casual sex. Most of the participants reported having extra-marital affairs and casual sex.

According to Holborn and Eddy (2011) and Buregyeya et al., (2008), migrant workers are likely to engage in extra-marital affairs. Kimani and Kombo (2010) argue that urbanization has played a role in the breakup of family units. It results in some men leaving their families in rural areas to search for work in the big cities. While in the city, they forget about their families and form new relationships. This could be attributed to the fact that while being separated from spouses, migrants are also separated from socio-cultural norms and they become lonely and they may find themselves engaging in high risk behaviour (Southern African Social Protection Experts Network, 2015).

“A situation like that does come, and you find yourself tempted, the sisters are beautiful out there. First of all you see that your home is very far, you need petrol to get home...then you end up succumbing to temptation.” (Buthelezi)

These kinds of dilemmas are common and the participants reported having more than one sexual partner. This contradicts Rabe's (2006) study, where migrant workers maintained that they were faithful to their wives. They added that this was due to regular visits to their families, which was not the case in the past. For example, they could now visit their families when they took leave. In the current study, the participants received regular visits from their partners, and vice versa, but still pursued extra-marital affairs. This could be attributed to a culture of multiple sexual partnerships, which appears to be common amongst migrant labourers (Mazars et al., 2013). The

participants stated that, prior to the establishment of the Employee Health and Wellness Programme at EKZNW, they engaged in reckless sexual behaviour:

“That used to happen in the past, as we did not have adequate information, but now things have changed, we now have social workers who give advice about life.”

(Khumalo)

Moreover, they did not try to hide that they were involved in extra-marital affairs:

(Laughing) *“No, there is ‘umamncane’ ...it is tough, it is just that we are flirting, but you create a distance, because that is the life of a man.”* (Khanyile) (Laughing again).

Among IsiZulu speakers the term *mamncane* is used to refer to a maternal aunt or a stepmother. In this context, it was used to refer to a girlfriend, who can be regarded as a stepmother to the participant’s children.

While uttering these words, there was some embarrassment in this participant’s voice, as he admitted having a mistress. His words suggest that a relationship with mistresses is just to pass the time, and is not long term. He also regarded having extra-marital relationships as part of being a man.

“It is someone from far away, she sees me maybe three or two months, you see, it is someone from very far.” (Thekiso)

For this participant, having a mistress who stays far from him works to his advantage, as they only saw each other once in two to three months. It could also mean that having an affair is part of fitting into the culture of having a mistress; as noted earlier, having more than one sexual partner is a common phenomenon among migrant workers. This is supported by previous studies, which indicate that being a migrant worker is associated with infidelity and multiple partners (Kiriuki, 2014; Buregyeya et al., 2008).

“Everybody cheats, but when you cheat you should not get caught. Even myself when I cheat I do not want to get caught, because if I get caught, I won’t have a peaceful sleep, my partner will nag me about it to a point that I get a headache.” (Hlubi)

Contrasting views were expressed by the participants on managing sexual temptation. One stated:

“A situation like that does come, and you find yourself tempted, the sisters are beautiful out there. First of all you see that your home is very far, you need petrol to get home...then you end up succumbing to temptation.” (Buthelezi)

Some prefer *isithembu*, a polygamous relationship that involves two or more women in a relationship with one man. In some cases they know each other, as this form of relationship is culturally accepted among some African people.

“This is the reason I am married with two women. I realized that I could not live with one woman. I am doing that to avoid extra-marital affairs...” (Khumalo)

This could mean he felt unable to control his sexual urges and it was thus best to have a second wife. In doing so, he was avoiding having an extra-marital affair and opting for *isithembu*. This could also be a way of justifying his second marriage. Khumalo’s response gives the impression that people use culture to justify their behaviour.

Considering the participants’ responses, it is evident that extra-marital affairs are a common phenomenon among labour migrants. Over and above that the distance between the participants and their partners raised some questions about trust. The participants stated that they trust that their partner will not cheat while they are away on duty. This is interesting as they are not entirely honest with their partners.

*“I do have all the hope that she is someone who is always at home, I stay with her, with the family, the children have grown, but we will never know, as the Zulu saying says **lixhoshwa libhekile**. Which means mistakes do happen even when you are taking precautionary measures.”* (Zondo)

“You find that sometimes she does not believe that it is because I am really going to work. Perhaps she thinks that I am just going, before my time to return to work. Whereas in actual fact I have to return to work and there is nothing else...” (Khanyile)

“In the past she would think that by going for such a long time I was with other women, you see, now she is used to it, she understands that complaining will not help.” (Khanyile)

The following section elaborates on how migrants protect themselves from sexually transmitted infections and unplanned pregnancies.

4.5.2 Condom Use

As the following statements show, regular condom use was reported by most participants and most also demonstrated sound knowledge of HIV and AIDS.

“Uma manje uthi ijazi awulisebenzisi eish ...Kumnyama eColenso.” (Khumalo)

This expresses how sad it would be for someone to engage in sexual relationships without using a condom. The participants also noted that it is rare nowadays for someone to brag about having multiple partners.

“But it is not something that I normally use, it is important that when you engage in sex you wear a condom, it is important. Even if you get confused, but do not be confused about forgetting a condom, because you will get infected with your eyes wide open and you will suffer the consequences...condoms are important, because people are dying.”
(Leeto)

“We have come a long way with the condom, the condom is nice more than anything...others smell nice...it is very important.” (Khumalo)

“It helps, when I look back, if I was not using it, the bus would be full by now.”
(Buthelezi)

A study on non-use of condoms in Mozambique found that women felt that they had no power to negotiate condom use with their partners. Furthermore, women were afraid that their men would think that they were infected with HIV if they insisted on using condoms (Crush et al., 2010). A study among migrants on selected farms in Limpopo province also noted a high rate of condom use among those who were single and previously married. However, most of those who were married did not use condoms (Musariri, 2012). In the current study, most of the participants emphasized the importance of using condoms. This could be attributed to the fact that there is an in-house Employee Health and Wellness Programme within EKZNW. As one participant commented, this offers easy access to health and wellness information:

“That used to happen in the past, because of lack of information, but now things have changed...a lot of people are now educated on how they should behave, it is not the same as it was in the past.” (Khumalo)

“No, I can flirt but to do something beyond that, no...you see, I flirt , but I do not sleep anyhow, no sleeping with them will not help, we have come a long way with my two partners. At the end I may get sick, and getting sick after I have preserved myself for such a long time and how will my children grow...?. I am thinking of my children a lot, you know. I am not saying I will not die, but I do not want to die not knowing how I died.” (Dludlu)

Kusunoki and Burgard (2009) argue that one of the barriers to condom use among young people is the perception that they are not appropriate in long term romantic relationships. The following comments show that some of the participants in the current study supported this viewpoint:

“No, at home, I do not use condoms with them, I do not use it with them, we make sure that we take care of ourselves and get tested. It is okay to use condoms, it is a good thing, but on the other side it is not, because it encourages people to have lust. People get tempted because they put their trust on condoms. Yes... you see, it makes you to have lust. That is why I do not encourage it. People are dying, but they claim to be using condoms, because they use condoms on their first day when they are still scared of each other and then they get used to each other and stop using them and then they believe they know one another, but they actually do not know one another.” (Dlodlo)

“I know very well if I were to get it, from whom I would have got it, there is no other place.” (Dludlu)

This suggests double standards as the participant had two fiancées and children with both. However, if he were to contract HIV, he would likely blame his partners rather than reflecting on his own lifestyle. Other studies have also shown that the majority of married people do not use condoms (Musariri, 2012).

“It does happen, but then something will say, but, I do not know how this person has been living till she reached this age, what was she doing all this time?” (Leeto)

This suggests a lack of trust among the participants when they become involved in new relationships. However, despite not knowing their new sexual partner's history, they still engaged in unprotected sex.

Studies have shown that young men believe that using a condom is a sign of mistrust by one's sexual partner (Kusunoki & Burgard, 2009). In this study, the participants indicated that they did not use condoms in their long term relationships, but did so with girlfriends when they were away from home. They used condoms for a dual purpose, to protect against sexually transmitted infections and to prevent unplanned pregnancies:

"I use condoms, because if you do not use it, you might end up with more children. Condoms help to prevent unplanned pregnancies and transmitted illnesses." (Thekiso)

Furthermore, men tend to believe that their long term partners are loyal to them while they are away at work and their partners are left at home with children (Crush et al., 2010; UNAIDS, 2009). As one of the participants commented:

"...I do have hope that my partner is always at home, I stay with her and the family and children." (Khanyile)

Most of the participants had left their partners at home and trusted that they would be faithful to them. It was interesting to note that although some of the migrant workers were not faithful to their long term partners in the rural areas, they expected them to remain faithful.

Most stated that they did not use condoms in their committed relationships. This could expose them and their partners to STIs, if their partners pursue romantic relationships outside of marriage. The fact that children are born out of extra-marital affairs is of concern as it shows that condoms are not used consistently. It also illustrates that education does not always translate into behaviour change, especially considering the extensive education efforts around HIV and AIDS.

The participants advanced various reasons for not using condoms, including sexual pleasure; this is consistent with the findings on the study conducted by of Crush et al., (2010). Furthermore, there was heightened awareness among these migrants of the dangers of HIV infection although they tend to choose who they use condoms with. For instance, they used condoms with their girlfriends but not with their wives or long term partners.

The participants demonstrated heightened awareness of the use of condoms and had adequate understanding and knowledge of sexually transmitted diseases. Despite this knowledge, consistent behavior change was not evident. This also raises the question of the respondents' consistent use of condoms. If they were consistent, fewer children would be born out of wedlock and they would not have to support multiple families. The following section examines how the migrants cope in supporting more than one family.

4.5.3 Multiple Families

The migrant labour system has created a number of problems for migrants and their families. While away from home, they are likely to establish new romantic relationships with women in the areas surrounding their work. Some of these relationships become stable and children are born (Mazibuko, 2000). This means that a new family is formed in addition to the existing one in the rural area. Migrant workers can thus find themselves supporting more than one family unit. Kariuki (2014) also found that, most migrant workers support multiple households because they have families in rural areas and also have to support themselves and at times children and spouses in town. The participants shared their views on supporting more than one family unit:

“It is working for me to buy separate groceries, because at home they learn to save. When you are at home they always cry for money. You then ask yourself what kind of life they are leading when you are at work.” (Mpanza)

Supporting multiple households appeared to be working for the participants. This could be because it offered them positive benefits or because they adapted to their work circumstances and did not imagine any other way to live their lives. Having to support multiple households became part of their lifestyle and they embraced it. Sometimes, this could entail supporting their children with different women. The following section discusses the migrant workers' children that are born outside of marriage.

4.5.4 Children Born out of Wedlock

Studies have shown that migrant workers stand a good chance of having children outside of wedlock (see Holborn & Eddy, 2011). This could be due to being away from home for prolonged periods of time. The participants in this study were no exception.

“There is one that I have, but there is one, that was when I realized I was living another life. The families will be all over the world.” (Simelane)

For this participant, this was a turning point in his life; he realized that if he was not prepared to make changes in his life, he would end up with many children.

“There is one that I got outside, I got the child from a girlfriend, I got the child while I was already married with the wife, and it was because of staying in the veld.” (Zondo)

“There are three that I got outside of marriage, those that I got outside of marriage, are supported.” (Khanyile)

This participant added that one of the children born out of wedlock was the result of working far from home.

Rabe’s (2006) study among mine workers found that children born from relationships in the city are not known by the migrants’ wives in rural areas. However, the participants in the current study indicated that their wives knew about the children conceived out of wedlock.

“We are far from our families, as it is known that we have children all over, we leave children behind wherever we are deployed...I have avoided that. Instead of leaving a child behind, I decided to marry the child’s mother, I have offered lobolo to the child’s mother’s family, because I do not want to have a child growing without my involvement.” (Hlubi)

“Although I do not have children in the way I would have preferred, the children I have, I got them outside of marriage.” (Mthethwa)

This participant added that having a child out of wedlock did not occur by mistake. It was something that was planned, because his wife was unable to bear children.

“It is bad to have children outside of marriage...I have them (showing emotion). If I could, I wish I never did it”. (Khumalo)

This participant showed disapproval and regret that he had children out of wedlock. One of the main reasons was the challenges it caused. One participant had a child with two different women in the same year, but had no intention of marrying either. He was in a relationship with another

woman, whom he planned to marry. The participants also noted the pitfalls of having children out of wedlock. For example, they realized that sometimes the maintenance and clothing that is sent to the child's mother is not used to take care of the child but is shared among other relatives' children:

"Having a child outside of marriage means you are supporting another man's house. This family will end up being financially dependent on you, if there is nobody working in their family. You become their cash cow and your child suffers." (Khumalo)

This comment suggests feelings of resentment when one realized one was supporting another man's home. The participants felt that this was cause for shame as a man should focus on his own family. In their view, this family will end up depending on you and if they are struggling financially, your child will suffer.

"...they will never allow you if you want to take the child, because they know that they will no longer have money coming in. You will never get the child..." (Clapping his hands) (Dlodlo)

These views were shared among all the participants. They also pinpointed further challenges.

"Having a child outside of marriage is a problem, because you cannot give your child the love he/she needs." (Masondo)

There seems to be a tendency among migrants to hide their relationships with women in the city. For instance, some participants claimed not to have girlfriends or to have ended such relationships. However, it later turned out that they maintained their relationships with girlfriends (Rabe, 2006). Contrary to the findings of this study, some of the participants had more than one partner and the women knew that they were in a polygamous relationship.

The participants also felt that having children outside of wedlock compromised their financial stability as well as their relationship with these children. One cannot shy away from the sad realities brought about by distance between romantic partners. Having children outside of marriage can cause mistrust in a romantic relationship. The following section discusses distrust among partners.

However, despite the challenges the migrants face, they felt that their relationships with their current spouses remain strong and the findings show no indication of marriages that have ended as a result of the distance between spouses.

4.5.4. Conclusion

The main themes that emerged from this study were:

A variety of challenges are associated with being a migrant worker. Their line of work gives rise to unique challenges compared to workers who sleep and wake up with their families on a daily basis. The second theme that emerged was the migrants' delicate working conditions, some of which are once again unique to this sector due to the nature of their work. The third theme was ties with families, which has to do with how they maintain relationships with their families. The findings showed that these migrants maintain strong contact with their families and use various methods to nurture such relationships. Furthermore, the findings illustrate that labour migration does not only have negative consequences; there are also some benefits. Finally, in terms of their relationships with their spouses, the participants recounted similar experiences to those of migrants working in other sectors.

Chapter 5: Conclusion and Recommendations

5.1 Introduction

The previous chapter provided a detailed discussion on the study's findings based on the experiences of migrant workers employed by EKZNW and the impact on their lives, and those of their families and communities. This chapter assesses the extent to which the study's initial aims, objectives and main questions were achieved. It provides a brief discussion on the main aims of the study and presents conclusions and recommendations.

The key questions that the study addressed included:

1. What are the experiences of male migrant labourers at EKZNW?
2. How do male migrant labourers maintain their relationships with their families at home?
3. What are the various effects of migration on the migrants and their families?

This study was based on three assumptions. The first was that male labour migrants experience problems such as having children outside of marriage, because of the temptations caused by being away from their regular sexual partner. Relationships with spouses emerged as one of the themes in chapter 4 where the issue of extra-marital affairs was discussed. It was found that distance between spouses does play a role in the formation of extra-marital relationships. The second assumption was that male migrants experience financial problems due to the problems associated with the migrant labour system. However the findings revealed a strong feeling among participants that they were doing fairly well compared to other workers; they even compared themselves favorably with professionals. The third assumption was that labour migrants did not have strong ties with their families. However, the findings revealed that the participants maintain strong ties and relationships with their families through various means, including modern technology and regular visits from spouses.

The study was conducted with 15 participants, all male migrant workers employed by EKZNW. This was a qualitative study as its main aim was to study human beings in their social settings. Qualitative studies rely on personal beliefs or specific current issues (Neuman, 2011). Unlike quantitative studies whose primary focus is statistical data, they seek to understand, explore,

discover and clarify situations, feelings and perceptions (Kumar, 2011). This study was qualitative in nature, because my aim was to understand the experiences of male labour migrants at EKZWN. In order to do so, I had to use data collection methods and analysis that were relevant to qualitative studies. Individual interviews and a focus group discussion with guided questions were used to gather data. Thematic data analysis was used as a data analysis tool.

This chapter commences with a summary of the 5 main themes. This is followed by a discussion on the extent to which the research aims were achieved and conclusions on the experiences of migrant workers who work at EKZWN.

5.2 KEY FINDINGS OF THE STUDY (MAIN THEMES)

Challenges

Working far from home brings its own challenges. Those identified by the participants ranged from separation distress due to being away from their families to unfavorable working conditions. This suggests that, although the family system is surviving and the participants maintain strong relations with members of their households, gaps are evident that directly and indirectly impact the family.

Working Conditions

Much has been done to improve these participants' working conditions. For instance, conditions at EKZWN are far better than those depicted by Brummer (2002) on the mines. An example is the fact that there is no fresh air underground. However, the participants in this study identified safety concerns, poor recreational facilities and poor access to resources such as the internet. Mokaya and Gitara (2012) emphasized the crucial role played by recreational facilities at the workplace. Mazibuko (2000) argued that a lack of recreational facilities could lead to boredom. Thus, some of the conditions under which EKZWN employees work are similar to those of migrants in other sectors. Unfavorable working conditions can hinder migrants in achieving their personal goals.

Ties with families

The study found that the participants maintained strong relationships with members of their households, with most having regular telephonic contact and family visits. Dansie (2012)

suggests that maintaining ties with families is critical for migrant labourers. Most participants sent regular remittances to their families. This is an important finding, which indicates that although being away from home had its own challenges, to a certain extent most families were surviving without the physical presence of the father and most participants were actively involved in household matters. This preserves and protects the family and all the members of the household.

Benefits

Being employed had positive spin-offs for the financial wellbeing of the respondents and they felt very proud of this. For instance, their family status increased and their material position improved. Thus one can conclude that all is not gloom and doom in the lives of migrant workers. As with other types of working arrangements, there are positive aspects.

Relationship with spouses

The study found that the migrants' relationships with their spouses were negatively affected due to distance from their families. Not having their spouse living with them created fertile ground for extra-marital affairs, non-usage of condoms and the creation of multiple families. These findings corroborate those of other studies on multiple sexual partnerships, which are associated with labour migration. It is important to note that despite being knowledgeable about HIV and AIDS, a number of the participants preferred not to use condoms.

5.3 OVERVIEW OF THE ACHIEVEMENT OF THE MAIN AIM AND OBJECTIVES OF THE STUDY

The main aim of this study was to understand the experiences of migrant workers employed by EKZNW. This was accomplished by achieving the following objectives:

Objective 1

- **What are the experiences of male migrant labourers at EKZNW?**

To understand the experiences of migrant workers employed by EKZNW, individual interviews and a focus group discussion were conducted with employees. Whilst the literature on migrant workers does not specifically include sectors such as nature conservation, relevant studies shed critical light on aspects of the migrant experience. The findings presented in chapter 4 indicate

that being a migrant worker undoubtedly has deep-seated negative impacts on families and these men's active participation in their families and communities. Inadequate time with family emerged as an important theme and this impacted the execution of their roles as fathers and heads of households.

In line with Enigbokan et al., (2015), the participants pointed to positive socio-economic changes and improved quality of life in their households as a result of their ability to financially provide for their families. This elevated their sense of pride and regular remittances had a positive impact on family members left behind.

Objective 2

- **How do male migrant labourers maintain their relationships with their families at home?**

To achieve this aim, interviews and a focus group discussion were held with migrant workers at EKZNW. The findings indicated that most participants maintained strong relationships with their families and used various methods to do so. Nonetheless, the participants noted that the absence of the head of the household had negative impacts on their family and themselves.

Objectives 3

- **What are the various effects of migration on migrants and their families?**

The findings presented in chapter 4 show that labour migration has various effects on the lives of workers. For instance, although they face a number of challenges in their relationships because of distance, they are able to make a living and even thrive. While one cannot ignore the negative effects of distance on these migrants and their families, they are adults that take informed decisions and live with the consequences.

5.4 LIMITATIONS OF THE STUDY

- The study was undertaken at a nature conservation organization in KZN. The findings could have been similar or different if it were conducted at another conservation agency.
- The participants were all migrant male Field Rangers; thus women were not represented.

- The fact that this was a qualitative study and that there was a total of 15 participants, for both individual interviews and the focus group discussion means that the findings cannot be viewed as representative of the overall population.
- All participants were isiZulu speakers and all interviews were conducted in isiZulu and translated into English. It is not possible to directly and accurately translate certain phrases from isiZulu to English.
- Finally, bias could have been present in the participants' responses because the researcher is also an Employee Wellness Practitioner within the organization. It was thus possible that some participants might have provided 'appropriate responses' in an effort to please the researcher as I am also their Wellness Practitioner.

5.5 RECOMMENDATIONS

5.5.1 Recommendations for Social Work Practice

Family protection and preservation is important in the profession of social work. It is therefore important to acknowledge and be sensitive to the context of our clients, where they live, how they work and their family background. The following recommendations are made based on the study's findings:

- The in-house Employee Health and Wellness Programme should be strengthened by holding regular workshops that offer individual attention, where necessary, to challenges such as inadequate family time. Makofane (2015) found that the absence of fathers in their daughters' upbringing could have negative consequences for their daughters who might struggle to form and maintain romantic relationships. Social work intervention could play a significant role in educating and supporting migrant workers. Moreover, social workers could work with families when they visit to explore the challenges they face when the head of the household lives far from home. There is a need to develop capacity building programmes for migrant workers that would enhance their development.
- This can be done by ensuring that social workers under the employ of EKZMW are afforded an opportunity to attend workshops and trainings on the new developments with regard to their profession as well as new approaches in dealing with clients. By attending

these trainings they will be able to provide effective services to their clientele. This is also in line with the requirements from the South African Council of Social Services Professions (SACSSP), which puts an emphasis that social workers need to attend Continuous Professional Development trainings, to keep on par with the new developments in the profession.

- There is also a need for activities to promote and enhance family preservation. The study's findings reveal that workers do not spend adequate time with their families and that could be to the detriment of the family. For instance Kimani and Kombo (2010) note that the consequences of growing up without a father include the likelihood of using drugs and high school dropout.
- The finding that EKZNW employees are knowledgeable about HIV and AIDS is encouraging. However, many of the participants do not use condoms regularly and this is cause for concern. Therefore, there is a need for rigorous and on-going health education, with the latest information, on HIV and AIDS.

5.5.2 RECOMMENDATIONS FOR EZEMVELO KWAZULU-NATAL WILDLIFE

Policies and programmes should be formulated to create an environment that promotes and support educational activities for staff. It emerged that there is a shortage of electricity in certain camps, with employees relying on a solar system or gas for light and other needs. These programmes should include sports other than those such as soccer and netball.

The White Paper on Families (2012) notes that the family has not been prioritized by politicians and social scientists. In addition, various global commitments such as the Universal Declaration of Human Rights, 1948 (Article 16, 3) and the World Summit for Social Development, Copenhagen, Denmark, March 1995 as well as the Social Policy Framework for Africa 2004, as cited in The White Paper on Families (2012) regard the family as society's backbone, and pledge to ensure that the family is protected, supported and strengthened. It is equally important for EKZNW to support all its employees.

- Technological support is required to ensure that all camps have internet access. This will assist staff with access to education, communication and information.

- Tension between employees and local communities could be addressed by strengthening existing relationships with communities through local community leaders, as it was found that there is distrust between Field Rangers and local communities. This emanates from a number of reasons, including some community members' perceptions on rangers.
- EKZMW needs to ensure that all field rangers who are responding to an emergency call are wearing bullet proof vests, so as to lessen the risk of injury when confronted with poachers.
- The policy of staff rotation, especially to those reserves with dangerous game should be maintained, so as to avoid the situation whereby the same employees are exposed to the same challenges over and over again. For instances in case of shooting incidences.
- EKZMW needs to more support on programmes that encourage sport participation. According to Lechner (2015), participation in sports has positive outcomes, as it can boost a person's productivity by improving health. Moreover, it has been found that sports enhance skills such as self-discipline, endurance, team work, as well as mental health.
- There is a great need to have compulsory, regular workshops on financial literacy to all employees, with the focus on budgeting, short-term savings, long term investments and post retirement financial planning.

5.5.3 Further Research

- Further research is required to obtain a broader understanding of the lives of migrant workers. This could include significant others such as spouses, children, and employees' supervisors.
- Such studies should employ dual research methods in order to obtain rich, descriptive, exploratory data that will promote better understanding of migrants.
- A similar study could be undertaken across the country at other nature conservation agencies as views and experiences at other sites could differ.
- The fact that more women are joining the workforce suggests the need for more research on the experiences of women labour migrants, their children, and spouses.

5.5.4 CONCLUSION

This chapter presented an overall conclusion that highlighted the experiences of male labour migrants. It was noted that these included positive and negative effects. On the positive side, being employed has many benefits for the participants and members of their households in that the family's socio-economic conditions and status improves. It was also encouraging to observe that many participants maintain close relationships with their family members and that actually enhance the stability of the family. On the negative side, they spend limited time with their families due to distance, with serious consequences for the family which include the participants having extra-marital affairs and children out of wedlock, especially those who are married. One gets the sense that for marriage stability, being away from home has serious negative consequences. The study provided insight into the experiences of male labour migrants at a nature conservation organization in KwaZulu-Natal. It is hoped that its findings will assist in building this sector and in informing its professionals and policy makers.

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APPENDIX 1: Research Questions (Interviews)

Participant's Background Information

1. Name and Surname:
2. Age:
3. Gender:
4. Race:
5. Marital status: Married/Single/Widowed
6. Place of origin:
7. Contact number:
8. Work station:
9. Position at work:
10. Length of time in your position:
11. Education level:

Research Questions

1. How has working far away changed your life?
2. Is this the kind of job you wanted to do as a child, and do you see yourself doing it for the rest of your life?
3. Was there anyone in your community or family who inspired you to be in this line of work?
4. How often do you visit your family?
5. How does your wife and children react when you leave for work?
6. Has being away from home affected your relationship with your partner, and how?
7. While you are at work do you maintain contact with your family and how do you do that?
8. Is there any hobby that you do while you are at work or in the nearby community, and what is that hobby?
9. Are you happy/not with the situation of you working far from your family, what makes you feel that way?

10. Do you ever feel that your life would have been different if you worked near home and how?
11. Do you ever feel the need to have another romantic relationship, other than the one you have at home?
12. Do you have another partner(s) other than the one you left home?
13. What are your views on the use of condoms, do you use them in your relationship(s)?
14. Do you have children and how many?
15. Do you share those children with one woman or more?
16. Do you maintain all your children, including those from previous relationships or other relationships other than those with your current partner?
17. Since you started working, has there been any improvement in your life and how?
18. What perception do you think the community has about you, especially because of your line of work?
19. Does the perception they have about you concern you in any way and how?
20. How do you deal with your personal problems, and is there anyone you can talk to?
21. Is there a role played by your colleagues in the way you deal with your challenges?

APPENDIX 2: Research Questions (Focus Group)

Participant's Background Information

1. Name and Surname:
2. Age:
3. Gender:
4. Race:
5. Marital status: Married/Single/Widowed
6. Place of origin:
7. Contact number:
8. Works station:
9. Position at work:
10. Length of time in your position:
11. Education level:

Research Questions

1. How has your life changed since you started working for KZNWILDLIFE: social and financial?
2. In your view, how is it like to your partner and/or children when you leave them for work, and how does that make you feel?
3. How often do you visit your family?
4. How does that make you feel, knowing that you only see your family for such a time?
5. Is there a reason that makes you visit them that often?
6. Do you send money home, and how often do you send it?
7. Do you think people's behavior change once they are far from their families, and how?
8. How do you maintain your relationship with your partner, children and other family members?
9. If you had your way, would you have preferred to work near home?
10. If the organization offered employees with staff residential family units, would you bring your partner and children to live with?

11. What are the challenges of working far away from home?
12. What are the benefits of working far away from home?

APPENDIX 3: Information Letter & Consent Letter (English)

Consent Letter

Consent to participate in a research

My name is Thubalakhe Hlanga, who is an Employee Wellness Practitioner. I am also a student, registered with the University of KwaZulu-Natal for a Masters in Social Work. My academic supervisor is Dr. Maud Mthembu; her telephone number is 031 260 2358.

The focus of my research is to understand lived experiences of migrant workers at KZN WILDLIFE. The reason for choosing you is because you meet the criteria for my sample. Please note that you are not going to be penalized for participating in this study. The interview will take approximately 1 hour 30 minutes. However it can be extended for another session, should the need arise.

The interview will be audio-recorded; and notes will be taken. All interview records will be kept in a safe place for a period of 5 years. After that period, they will be destroyed. Your identity will be kept confidential. My university supervisor and I will have access to interview material.

Your participation is voluntary and you can withdraw anytime from the study, and this will not jeopardize your job as an employee of KZNWILDLIFE. Should it happen that during interview that you get upset and need counseling, you will be referred to another Employee Wellness Practitioner or a psychologist

Declaration by the participant

I (full names of participant) hereby confirm that I understand the contents of this document and the nature of the research project, and I consent to participate in the research project.

I understand that I am at liberty to withdraw from the study at any time, should I so desire.

Additional consent

I hereby consent to:

Audio-record my interview/focus group discussion

YES

NO

Signature of Participant

Date

.....

.....

Should you need to get more information on your rights as a participant, you may contact Ms. Phumelele Ximba, at UKZN research office, on 031 260 3587.



HUMAN RESOURCES – EMPLOYEE WELLNESS

INTERNAL MEMO

DATE :	Monday, June 03, 2013	FILE NR :	
TO :	Ms. S. Simelane	FROM :	Mr. Thubalakhe Hlanga
CC:			Employee Wellness Practitioner – West

SUBJECT:
Request to undertake Social Work Research

I am currently registered with the University of KwaZulu Natal, doing Masters in Social Work (Full Research). I intend doing my research within the organization. My Research Topic is 'Understanding the Lived Experiences of Male Labour Migrants'. This is not a final topic as yet, because it has to go through university procedures.

The sample for my research will be male field rangers. My studies will take a period of two years. On completion of my research the findings will be shared with the organization and the copy of the thesis will be made available at the organization's library.

For the past 3 years that I have been with the organization, I have learnt the kind of social problems that male field rangers are presenting with. I then consulted literature and discovered that there has not been any study done on labour migration in the field of Nature Conservation. Some studies were conducted in the textile, mining and farming industries. Therefore I request the organization to allow me an opportunity to undertake this research.

Author and Designation	Employee Wellness Practitioner Mr. Thubalakhe Hlanga Signature: <i>[Signature]</i> Date: 03/06/13
Supported/ not Supported	Employee Health & Wellness Manager Ms. Smangele Simelane Signature: <i>[Signature]</i> Date: 05/06/13
Recommended/ not Recommended	General Manager Human Resources Mrs. Thandiwe Nkosi Signature: <i>[Signature]</i> Date: 05/06/13
Approved/ not Approved	Chief Executive Officer Dr. Bandile Mkhize Signature: <i>[Signature]</i> Date: 05-06-13

09 December 2014

Mr Thubalakhe Hlanga (9805184)
School of Applied Human Sciences – Social Work
Howard College Campus

Dear Mr Hlanga,

Protocol reference number: HSS/1460/014M

Project title: Understanding the experiences of male Migrant Labourers employed at KZNWILDLIFE-EZEMVELO

Full Approval – Expedited Approval

With regards to your application for ethical clearance received on 22 October 2014. The documents submitted have been accepted by the Humanities & Social Sciences Research Ethics Committee and **FULL APPROVAL** for the protocol has been granted.

Any alteration/s to the approved research protocol i.e. Questionnaire/Interview Schedule, Informed Consent Form, Title of the Project, Location of the Study, Research Approach and Methods must be reviewed and approved through the amendment/modification prior to its implementation. In case you have further queries, please quote the above reference number.

Please note: Research data should be securely stored in the discipline/department for a period of 5 years.

The ethical clearance certificate is only valid for a period of 3 years from the date of issue. Thereafter Recertification must be applied for on an annual basis.

I take this opportunity of wishing you everything of the best with your study.

Yours faithfully



.....
Dr Shenuka Singh (Chair)

/ms

Cc Supervisor: Dr Maud Mthembu
Cc Academic Leader Research: Professor D McCracken
Cc School Administrator: Ms Ausie Luthuli

Humanities & Social Sciences Research Ethics Committee

Dr Shenuka Singh (Chair)

Westville Campus, Govan Mbeki Building

Postal Address: Private Bag X54001, Durban 4000

Telephone: +27 (0) 31 260 3587/8350/4557 Facsimile: +27 (0) 31 260 4609 Email: ximbap@ukzn.ac.za / snymam@ukzn.ac.za / mohuno@ukzn.ac.za

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Consent Letter

Ukuvuma ukuzibandakanya nocwaningo

Igama lami ngingu Thubalakhe Hlanga, ongusonhlalakahle wabasebenzi. Ngiphinde ngibe umfundi owenza iziqu zeMasters, emkhakheni wezenhlalakahle eNyuvesi yaKwaZulu-Natal. Usupervisor wami wase nyuvesi uDkt. Maud Mthembu, utholakala kulolucingo 031 260 2358.

Inhloso yalolucwaningo, ukuqonda impilo ephilwa ngabantu abasebenza behlala kude namakhaya abo, futhi besebenzela uKZNWILDLIFE. Isizathu esenze ukuba uqokwe ukuba yingxenye yalolucwaningo, yingoba uyahlangabezana nezimfuno zalolucwaningo. Uyacelwa ukuba wazi ukuthi ngokuba yingxenye yalolucwaningo, ngeke ujeziswe, uhlawuliswe noma uhlomuliswe. Ucwano luzothatha ihora nesigamu. Uma kunesidingo, singaba nengxenye yesibili yalolucwaningo.

Inkulumo yethu izoqoshwa phansi, iphinde iqoshwe nangesiqophamazwi. Amarekhodi enkulumo yethu azogcinwa endaweni ephephile, kuze kuphele iminyaka emihlanu. Emuva kwalokho, iyobe isishatshalaliswa ngomlilo. Igama lakho liyogcinwa liyimfihlo. Yimina nosupervisor wenyuvesi abayoba nemvume yokufikelela kuleminingwane yocwaningo.

Awuphoqiwe ukuba yingxenye yocwaningo, kangankuba ungahoxa noma yinini uma kukhona onghambisani nakho. Ukuhoxa kwakho ngeke kubeke umsebenzi wakho engcupheni, njengomsebenzi wakwa KZNWILDLIFE. Uma kwenzeka phakathi nocwaningo kuba khona isimo esingakuvusela umunyu, uyothunyelwa komunye wosonhlalakahle, noma iPsychologist.

Ukuvuma ukuba yingxenye yocwaningo

Mina..... (amagama aphelele)
ngiyavuma futhi ngiyakuqonda okuqukethwe yilencwadi, ngiyavuma ukuba yingxenye yocwaningo.

Yiyaqonda ukuthi kuyilungelo lami ukuthi ngingahoxa noma ngabe yinini ocwaningweni uma ngingasathandi.

Imvume eyengeziwe

Ngivuma lokhu okulandelayo:

Ingxoxo yocwaningo lwethu ukuba iqoshwe.

YEBO

CHA

Isignature yomuntu ozibandakanya nocwaningo

Usuku

.....

.....

Ukuzwa kabanzi ngamalungelo akho njengoba uyingxenywe yocwaningo, thintana no Nkszn.

Phumelele Ximba, enyuvesi yakwaZulu Natal ehhovisi lezocwaningo ku 031 260 3587.