

# LABOUR LAW NOTES

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## CHAPTER 1: OVERVIEW

### **GENERAL:**

Labour law consists of **two** main components:

1. Individual labour law
2. Collective labour law

### **INDIVIDUAL LABOUR LAW:**

- Includes topics such as the formation of the employment relationship, the content of the relationship, and the termination of the relationship.
- The assumption here is that the employment relationship exists between two single entities i.e. between a single employer and a single employee

### **COLLECTIVE LABOUR LAW:**

- Focuses on relationships on a collective level, in other words a number of people are acting together (collectively) to influence this relationship
- Collective labour law looks at groups, for example collective entities such as trade unions and employer's organisations

### **THE MOST IMPORTANT LEGISLATION REGARDING LABOUR LAW IS:**

- Labour Relations Act 1995 (LRA)
- Basic Conditions of Employment Act 1997 (BCEA)
- Employment Equity Act 1998 (EEA)
- Skills Development Act 1998 (SDA)
- Occupational Health and Safety Act 1993 (OHSA)
- Mine Health and Safety Act 1996 (MHSA)

# Summary Of American Law

**Lei Huang**



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