

CAREERS and CAREER CHOICES

Grade 12
Term 3

Lesson 2: Labour laws, labour relations
and employment equity



LABOUR LAWS

LABOUR RELATIONS ACT (LRA) Act 66 of 1995

EMPLOYMENT EQUITY ACT (EEA) Act 55 of 1998

THE BASIC CONDITIONS OF EMPLOYMENT ACT
(BCEA) Act 75 of 1997



CAREERS and CAREER CHOICES



The Labour Relations Act

- The main purpose of the Act is to regulate the fundamental rights of employees and employers.
- As well as promote economic development, social justice, labour peace and democracy in the workplace.



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The Act contains the following provisions:

Freedom of association and general protection

- Workers have the right to join trade unions and employers have the right to form employers' associations
- No person may be discriminated against because he or she joined a union or employers' organization.

Collective bargaining is promoted by the Act

- It is the desired method of settling wages and conditions of employment.
- Registered trade unions have the right of access to the workplace.
- An office bearer is an official representative of the trade union and is entitled to reasonable leave during working hours
- The employer is obliged to disclose relevant information to a trade union representative

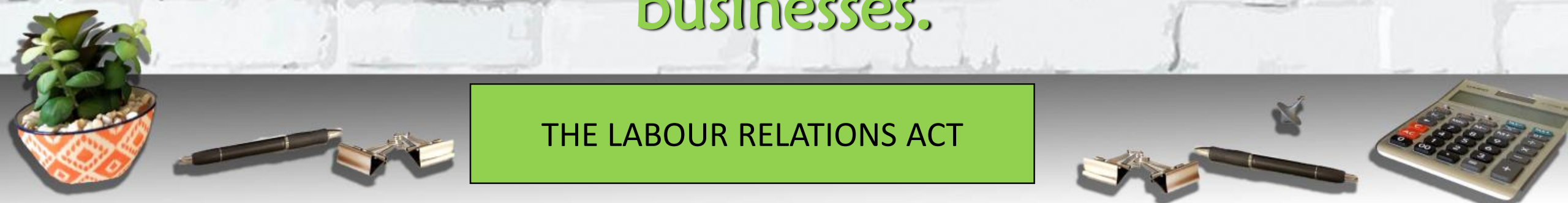
Freedom of association and general protection

- The Labour Relations Act created structures for the purpose of collective bargaining, as well as for bargaining and statutory councils.
- The bargaining councils, statutory councils, Commission for Conciliation, Mediation and Arbitration (CCMA) and Labour Courts are involved in settling disputes

THE LABOUR RELATIONS ACT



The Labour Relations Act also makes provision for **legal strikes**, should negotiations between union representatives and organisation representatives not be fruitful. Such mass actions have a negative effect on small and large business. Businesses could lose millions in revenue due to a halt in production and it could even result in the closing down of businesses.



THE LABOUR RELATIONS ACT

Can you identify these trade unions?



1.



2.

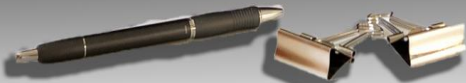


3.



Employment Equity Act

- Before 1994, businesses could discriminate against people on the basis of gender, age or race.
- To reverse this situation, the Employment Equity Act was introduced



CAREERS and CAREER CHOICES



The Act contains the following provisions:

To eliminate unfair discrimination and promote equal opportunity for all employees in the workplace.

To implement affirmative action that ensures equal representation in all categories and levels in the workforce

This means that the employment policies of all businesses must prohibit discrimination against employees on the basis of race, sex, gender and disabilities

They also have to apply affirmative action principles to provide opportunities for people from formerly disadvantaged groups to advance within the workplace.

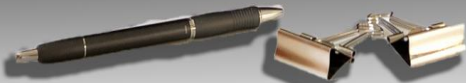
THE EMPLOYMENT EQUITY ACT



The Basic Conditions of Employment Act

The purpose of this Act is to ensure that fair labour practices such as reasonable working hours, fair remuneration for work done and sufficient notice before termination of employment are sustained at all times.

THE BASIC CONDITIONS
OF EMPLOYMENT ACT



The Act contains the following provisions:

LEAVE

- Employees are entitled to 21 days consecutive leave (taking all 21 days together) per year
- Or by agreement one day for every 17 days of work completed.

PAYMENT

- An employee may only work overtime if an agreement was reached between the employer and employee.
- Employees who work on Sundays must receive double pay, or one and a half times his or her normal wage if they normally work on a Sunday.
- Should an employee work on a public holiday, double the normal wage.
- An employee is entitled to 21 consecutive days fully paid leave

NOTICE PERIOD

- The notice period for six months' service is one week
- If an employee has worked for longer than one year, four weeks notice is required.
- Should an employee be on probation but does not meet the required standard of performance, one week's notice must be given

WORK TIME

- If an employee works six days a week, the maximum hours per day are eight hours
- If the employee works five days a week, the maximum hours per day are nine hours

MEAL BREAKS

- An employee must have a meal interval of 60 minutes after five hours work

CHILD LABOUR

- No employer may employ a child of under 15 years of age
- Children under the age of 18 are prohibited from working in inappropriate places such as casinos and bars

THE BASIC CONDITIONS OF EMPLOYMENT ACT





IT'S
GAME
TIME

A vibrant, stylized graphic with a red and white color scheme. The text "IT'S GAME TIME" is prominently displayed in a bold, outlined font. The background features a globe, a large number "1", and various colorful elements like stars and a blue and white striped banner.

EXAM TIPS!!!!!!

This week you will have some homework to do. You will need to see if you can complete the answers to the questions in Activity 2. These questions are to prepare you for your exams. We will discuss answering these types of questions in the next lesson.



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REFLECTION

- Many people have lost their jobs as a result of the recent COVID-19 pandemic and loadshedding.
Reflect by giving your own opinion on:
 - How ethical it was to fire the employees?
 - The emotional effect/impact it had on employers to let people go?
 - Did the law really protect workers?
- Rate your understanding of the following labour laws we learnt about today. Revise the LABOUR LAW that you rate yourself the lowest.
(1 - needs work and 5 - very capable.)
 - * LRA
 - * EEA
 - * BCEA

