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RELATIONSHIP. The existence
of an EMPLOYER-EMPLOYEE
relationship is the

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condition sine qua non for the application of the Labor Code, specifically. Book in (Articles 83-96) on Conditions of Employment to apply. Likewise, the jurisdiction of labor tribunals is premised on the relationship.

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individual labour law and
collective labour law. -
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concerns the relationship
between employer & an

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individual employee.
Conclusion, contents,
enforcement & termination of
employment contract.

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GENERAL OVERVIEW 1. Draw a

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Employment Equity Act,
unfair labour practices, the
law of dismissal, collective
labour law and industrial
action.

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Individual labour law -
deals with the formation,
content and termination of
the employment relationship.
Employment relationship
exists between two single
entities eg. one single
employer and one single
worker 2. Collective labour
law- focuses on
relationships on a
collective level. Ie. a
number of people

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To give effect to the right
to fair labour practices
referred to in section 23(1)
of the Constitution by
establishing and making
provision for the regulation
of basic conditions of
employment; and thereby to
comply with the obligations
of the Republic as a member
state of the International
Labour Organisation; and to
provide for matters
connected therewith.

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dealing with employment laws
in any organization -
whether it is a
manufacturing organization
or trading organization or
shops and establishment. The
labour laws address the
various administrative
rulings (such as employment
standing orders) and
procedure to be followed,
compliance to ...

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