



7 LABOUR LAWS

EVERY WORKER SHOULD KNOW

These Acts expand on the basic rights for workers contained in the Constitution of South Africa.

1

LABOUR RELATIONS ACT (LRA)

Applies to workers, employers and trade unions.

Protects everyone in the workplace and promotes economic development, fair labour practices, peace, democracy and social development.

BASIC CONDITIONS OF EMPLOYMENT ACT (BCEA)

Guarantees workers the right to a written contract.

Entitles workers to leave and severance pay.

Provides hours of work and overtime.

Bans unlawful deductions from workers' wages.

Bans child and forced labour.

Establishes sectoral determinations.

2

3

EMPLOYMENT EQUITY ACT (EEA)

Promotes equity in the workplace.

Protects workers from unfair treatment and any form of discrimination.

Promotes affirmative action.

Identifies the role of shop stewards in monitoring compliance.