

Summative Assessment
Muhammad Bodhania
Generic Management 5 2022
December 2022

Cluster 4

Activity 1 - Legislation Synopsis

Labour Relations Act

- Aims to advance economic development, social justice and the democratisation of the workplace
- Regulates organizational rights of unions and promotes and facilitates collective bargaining at the workplace and sector level.
- Addresses strikes and lockouts, workplace forums, and alternative dispute resolution. Establishes CCMA, Labour Court and Labour Appeal Court as superior courts with exclusive jurisdiction to decide on matters arising from the Act.

Employment Equity Act:

- Aims to protect workers and job seekers from unfair discrimination and provides a framework for implementing affirmative action.
- Provisions that promote employment equity, regulate affirmative action, prohibit discrimination and establish a Commission for Employment Equity.

Basic Conditions of Employment Act:

- Regulates employment contracts, work hours, overtime, leave, payment, termination etc.

Skills Development Act:

- Aims to develop and improve the skills, knowledge and competencies of the South African workforce with the objective of improving the quality of life of workers, their prospects of work and labour mobility.

uBodhania