



**RHODES UNIVERSITY**  
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# Labour Law 2022

## 1 Introduction

Labour Law is a compulsory final year LLB course in the Faculty of Law.

This course is designed to facilitate student learning and skills development in order to:

- integrate student knowledge of different sources of law with a view to solve familiar and unfamiliar problems in the field of labour law;
- build student capacity to differentiate, interrogate and critically analyse different theories, methodologies and approaches within the field of labour law in context;
- take responsibility for their own learning and decision-making in respect of the use of resources in full accountability for their own actions and those of others where appropriate.

Labour Law is a NQF Level 8 course (ie the equivalent of an honours exit level course) and carries a credit value of 10 NQF credits. This means that students are expected to devote 100 notional hours to their learning in this course over the semester.

## 2 Resources

The following texts will be referred to in the course material:

Prescribed textbook:

Collier (ed) et al *Labour Law in South Africa: Context and Principles* (2018)

In addition to the textbook, reference will be made to prescribed case law and journal articles.

Students are advised to read widely around the topics to enhance their knowledge and insight into this dynamic area of law.

## 3 Teaching methods

The course will be presented by way of two lectures per week, which will be interactive. Students are required to prepare for lectures by doing the prescribed reading

beforehand. Students may be called upon to present cases in class, or to comment on readings.

#### 4 Course outcomes and assessment criteria

Knowledge area	Assessment criteria
Legal framework regulating labour relations in SA	Students are expected to outline, explain and critique the applicable legal framework, and identify appropriate sources to solve problems that may arise in the field of labour law
Basic conditions of employment and NWA	Students are expected to explain and apply the legislative standards in relation to basic conditions of employment and national minimum wages.
Individual labour law <ul style="list-style-type: none"> <li>• Contracts</li> <li>• Transfer of business</li> <li>• Dismissal</li> <li>• ULP</li> <li>• Dispute resolution</li> </ul>	Students are expected to know and apply the legal standards relating to individual contracts of employment as modified by legislation and solve problems with reference to case law, the common law and statutory provisions.
Employment Equity	Students are expected to know and apply the appropriate legal standards regulating the prohibition of unfair discrimination in the workplace and the law relating to affirmative action
Collective labour law <ul style="list-style-type: none"> <li>• Freedom of association</li> <li>• Organisational rights</li> <li>• Collective bargaining and its regulation</li> <li>• Industrial action</li> </ul>	Students are expected to explain and critique the significance and importance of the regulation of labour relations in the collective sphere at the level of the workplace or plant, enterprise and sector. This includes knowledge and application of regulatory principles in relation to industrial action, such as strikes, lockouts, protest action, and picketing that usually go with industrial action.

Test date: 30 March 2022

Assignment due: 19 May 2022

R Krüger  
February 2022