

Labour Statutes – Purpose & Primary Objects

	LRA	BCEA	EEA
<p>Purpose [long-term goals]</p>	<ul style="list-style-type: none"> • Advance economic development; • Social justice; • Labour peace; • Democratisation of the workplace. 	<ul style="list-style-type: none"> • Advance economic development; • Social justice. 	<ul style="list-style-type: none"> • Achieve equity [Q – meaning? Three notions of equality - treatment, opportunity & <u>outcome</u>]
<p>Primary Objects [means & instruments regulating or limiting the <u>purpose</u>]</p>	<ul style="list-style-type: none"> • Fundamental rights [s23]; • ILO obligations; • Collective bargaining & Industrial policy; • Orderly Collective Bargaining; • “Centralised Bargaining”; • Employee participation; • Effective dispute resolution. 	<ul style="list-style-type: none"> • Fair labour practices [s23(1)]; <ul style="list-style-type: none"> – Establishing & enforcing basic conditions of employment; – Regulating variation of basic conditions of employment; • ILO obligations. 	<ul style="list-style-type: none"> • Compliance with Constitution; • Promote equal opportunity & fair treatment - eliminate unfair discrimination; • Implement affirmative action to redress disadvantages & ensure equitable representation.