



**RHODES UNIVERSITY**  
*Where leaders learn*

*Grahamstown • 6140 • South Africa*  
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**YEAR: 2014**

**LECTURER: MR G W BARKER**

**NAME OF COURSE: COLLECTIVE LABOUR LAW**

**THE PURPOSE OF THE COURSE:**

The course aims to equip students with a working knowledge of the law governing Collective Labour Law. It is intended to enable students studying for an LLB degree to pursue specific issues in depth, but at the same time it provides students with an introduction to all key features of Collective Labour Law.

**KNOWLEDGE OUTCOMES:**

It is intended that students should know and understand:

- The purpose and function of the law relating to Collective Labour Law.
- The sources from which Collective Labour Law is drawn. Sources include the constitution, international labour standards, legislation, collective agreements and the common law.
- The basic principles applicable to Collective Labour Law

**SKILLS OUTCOMES:**

**It is intended that students should be able to:**

- Apply the basic principles of the law relating to Collective Labour Law to factual situations/ problems
- Demonstrate an ability to synthesise the legal principles emerging from the various sources of Collective Labour Law
- Explain, both orally and in writing, the principles of Collective Labour Law

## **ATTITUDINAL AND VALUE OUTCOMES**

It is intended that students should be able to demonstrate:

- An appreciation of the crucial role that collective bargaining, underpinned by Collective Labour Law, plays in the South African economy.
- An appreciation of the importance of parties in industry and commerce bargaining within the framework provided by Collective Labour Law.

## **TEACHING METHOD:**

Lectures will be conducted in a structured manner. Allowance will be made for questions and discussion.

## **CONTENT:**

1. Collective Labour Law - Introduction
2. Labour Relations Act - An Overview
3. Freedom of Association
4. Organisational Rights
5. Collective Bargaining
6. Statutory Bargaining Forums
7. Strikes
8. Lock-outs
9. Consequences of Strikes and Lock-Outs
10. Picketing
11. Protest Action
12. Workplace Forums

## **ASSESSMENT**

The semester mark shall comprise 30% of the overall mark.

## ASSESSMENT CRITERIA

<b>Specific Outcomes</b> <b>Students will be able to:</b>	<b>Assessment Criteria</b> <b>Students Must:</b>
1. Show an in-depth understanding of the basic principles that underlie Collective Labour Law	1.1. Identify the most important principles of Collective Labour Law 1.2. Explain the basic principles of Collective Labour Law
2. Explain the utility of Collective Labour Law	2.1. Identify the importance of Collective Labour Law 2.2. Explain its importance in commerce and industry
3. Evaluate the laws governing Collective Labour Law so as to respond to societal needs	3.1. Identify and explain the laws governing Collective Labour Law. 3.2. Analyse their adequacy 3.3. Identify shortfalls and make suggestions for law reform where necessary.