

Labour Relations Act, 1995

ACT NO.	66 of 1995
CATEGORY	Labour & Employment
SHORT NAME	LRA

Summary

Governs collective bargaining, trade unions, strikes, the CCMA, Labour Court, unfair dismissal and unfair labour practices.

Full text of the Act

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Start Date

End Date

Labour Relations Act 66 of 1995

Files

Attachment

Size

act66-1995labourrelations.pdf

689.74 KB

66 of 1995

The Labour Relations Act 66 of 1995 intends:

to change the law governing labour relations and, for that purpose-

to give effect to section 27 of the Constitution;

to regulate the organisational rights of trade unions;

to promote and facilitate collective bargaining at the workplace and at sectoral level;

to regulate the right to strike and the recourse to lockout in conformity with the Constitution;

to promote employee participation in decision-making through the establishment of workplace forums;

to provide simple procedures for the resolution of labour disputes through statutory conciliation, mediation and arbitration (for which purpose the Commission for Conciliation, Mediation and Arbitration is established), and through independent alternative dispute resolution services accredited for that purpose;

to establish the Labour Court and Labour Appeal Court as superior courts, with exclusive jurisdiction to decide matters arising from the Act;

to provide for a simplified procedure for the registration of trade unions and employers' organisations, and to provide for their regulation to ensure democratic practices and proper financial control;

to give effect to the public international law obligations of the Republic relating to labour relations;

to amend and repeal certain laws relating to labour relations; and

to provide for incidental matters.

Amends

Occupational Health and Safety Act 85 of 1993

Pension Funds Act 24 of 1956

Friendly Societies Act 25 of 1956

General Law Third Amendment Act 129 of 1993

Agricultural Labour Act 147 of 1993

Agricultural Labour Amendment Act 50 of 1994

Commencement

1 January 1996, Sections 70(1), 70(2)(a), 71, 108, 109, 112, 116 to 121, 124, 125, 153 to 156, 159, 169 to 172, 176, 203, 206-208, Schedule 3 and item 23 of Schedule 7

13 September 1996, Sections 122, 127, 128 and 132

11 November 1996

Amendments

The Southern African Legal Information Institute provides a complete amended Act at https://www.saflii.org/za/legis/consol_act/lra1995188/ [Updated to 27 November 2018]

Amended by Labour Relations Amendment Act 8 of 2018

Amended by Legal Aid South Africa Act 39 of 2014

Amended by Labour Relations Amendment Act 6 of 2014

Amended by General Intelligence Laws Amendment Act 11 of 2013

Amended by Superior Courts Act 10 of 2013

Amended by Public Service Amendment Act 30 of 2007

Amended by General Intelligence Laws Amendment Act 52 of 2003

Amended by Electronic Communications Security (Pty) Ltd Act 68 of 2002

Amended by Intelligence Services Act 65 of 2002

Amended by Labour Relations Amendment Act 12 of 2002

Amended by Labour Relations Amendment Act 127 of 1998

Amended by Employment Equity Act 55 of 1998

Amended by Basic Conditions of Employment Act 75 of 1997

Amended by Labour Relations Amendment Act 42 of 1996

Amended by Labour Relations Act 66 of 1995

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