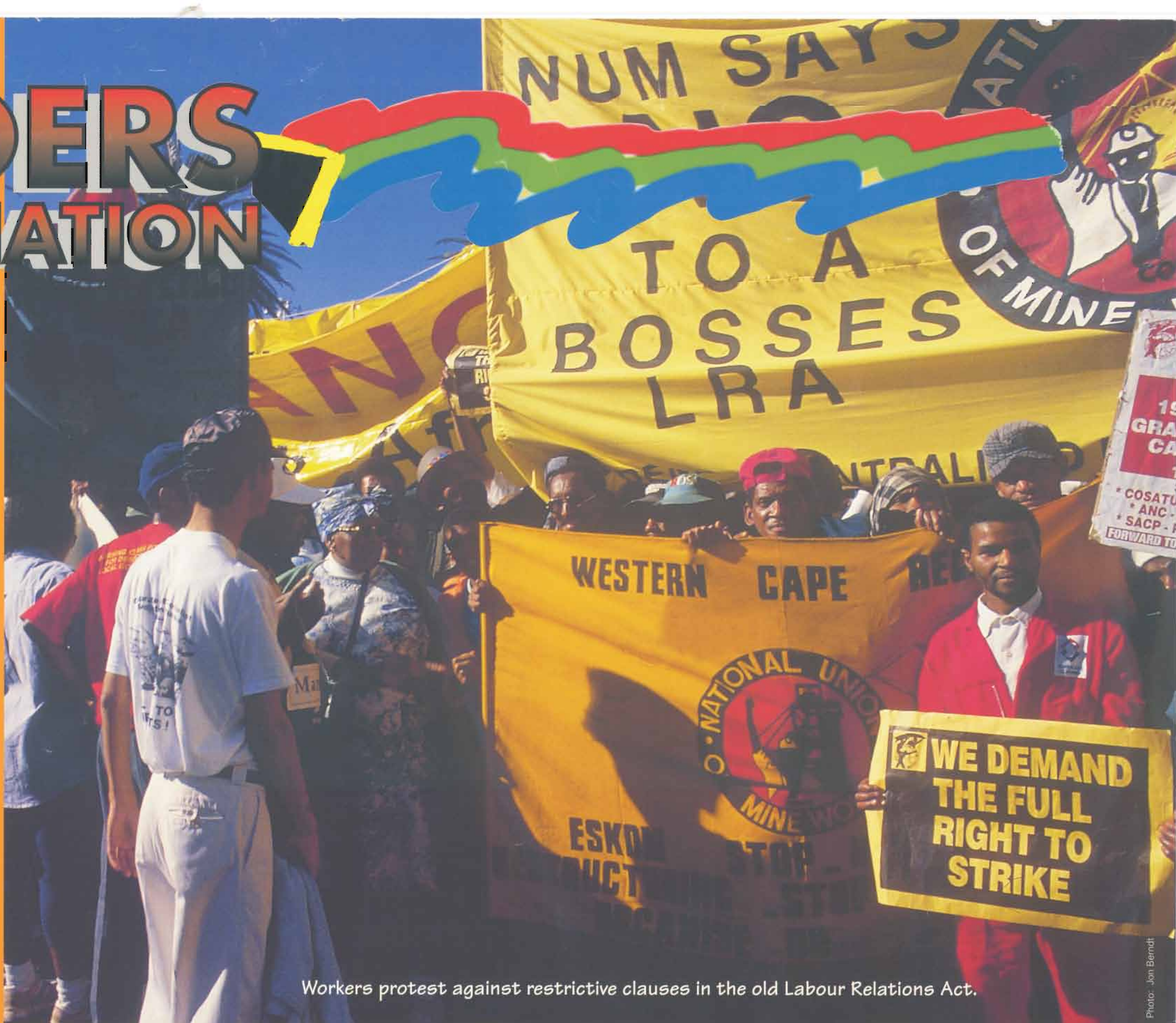


# BUILDERS OF THE NATION

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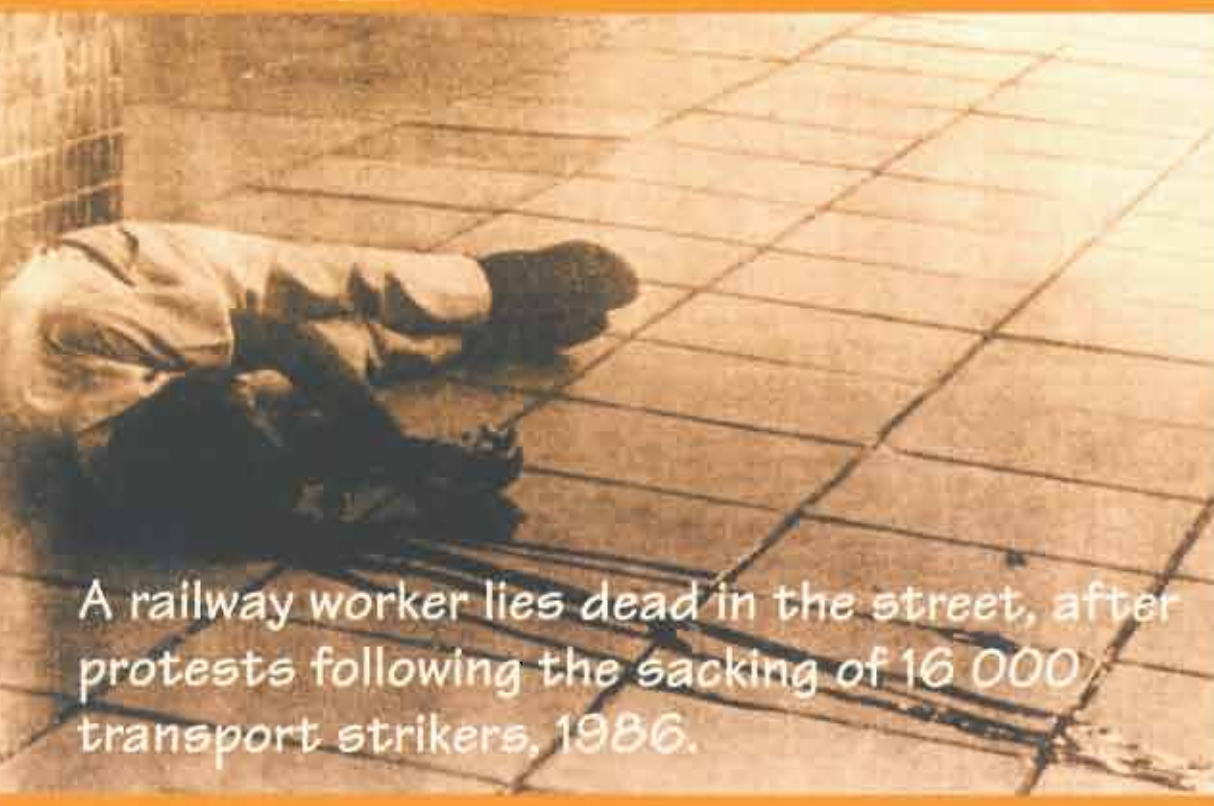
## THE LABOUR RELATIONS ACT

One of the first laws passed by South Africa's new democratic government was the 1996 Labour Relations Act (LRA). This was the outcome of many years of hard and bitter struggle against poverty wages, victimisation, racist labour laws, apartheid rule and employer hostility.



Workers protest against restrictive clauses in the old Labour Relations Act.

Photo: Jon Berndt



A railway worker lies dead in the street, after protests following the sacking of 16 000 transport strikers, 1986.



Celebrating the new Labour Relations Act.

Photo: Jon Berndt

Under the new LRA workers can look forward to a labour law that:

- ☆ draws all workers - including domestic workers, farm workers and public servants - under one system;
- ☆ promotes collective bargaining;
- ☆ entrenches the rights of access of trade unions to the workplace;
- ☆ establishes a CCMA (Commission for Conciliation, Mediation and Arbitration) to encourage more co-operative relations in the workplace;
- ☆ establishes democracy in the workplace through Workplace Forums;
- ☆ protects workers against unfair dismissal;
- ☆ protects the right to work in a healthy and safe environment;

The Department of Labour has prepared further improvements for workers in compensation for injuries and diseases, employment standards, hours of work and minimum wages.

The Department of Labour is committed to social justice, job creation, efficiency and productivity.

Text by Lúir Callinicos. Design and illustrations by Jon Berndt, MEDIWORKS

