

Please note that most Acts are published in English and another South African official language. Currently we only have capacity to publish the English versions. This means that this document will only contain even numbered pages as the other language is printed on uneven numbered pages.



REPUBLIEK VAN SUID-AFRIKA

STAATSKOERANT

GOVERNMENT GAZETTE

OF THE REPUBLIC OF SOUTH AFRICA

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KANTOOR VAN DIE PRESIDENT

No. 2082.

2 Desember 1994

Hierby word bekend gemaak dat die President sy goedkeuring geheg het aan die onderstaande Wet, wat hierby ter algemene inligting gepubliseer word:

No. 49 van 1994: Wet op die Integrering van Arbeidswette, 1994.

OFFICE OF THE PRESIDENT

No. 2082.

2 December 1994

It is hereby notified that the President has assented to the following Act, which is hereby published for general information:

No. 49 of 1994: Integration of Labour Laws Act, 1994.

GENERAL EXPLANATORY NOTE:

[**]** Words in bold type in square brackets indicate omissions from existing enactments.

_____ Words underlined with a solid line indicate insertions in existing enactments.

ACT

To provide for the repeal of the labour laws mentioned in Schedule 1; the extension of the labour laws mentioned in Schedule 2 to the whole of the national territory of the Republic referred to in section 1 of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993); and to provide for powers of regulation to regulate transitional matters.

(English text signed by the President.)
(Assented to 23 November 1994.)

BE IT ENACTED by the Parliament of the Republic of South Africa, as follows:—

Repeal of laws

1. Subject to sections 3 and 4, the laws mentioned in Schedule 1 are repealed.

5 Extension of labour laws

2. Subject to sections 3 and 4, the laws mentioned in Schedule 2 shall apply in the whole of the national territory referred to in section 1 of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).

Regulations

- 10 3. The Minister may make regulations regulating any matter arising from the repeal of the laws referred to in section 1 or the application of the laws referred to in section 2 in those parts of the national territory in which they did not apply prior to the commencement of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), including, but not limited to—
- 15 (a) the transfer of assets, liabilities, rights, obligations and funds;
- (b) the status of trade unions, employers' organisations and industrial councils and other statutory bodies registered or established in terms of the laws referred to in Schedule 1 and Schedule 2;
- 20 (c) the status of collective agreements, arbitration awards and industrial court decisions binding in terms of the laws referred to in Schedule 1 and Schedule 2;
- (d) the provision for the resolution of disputes and claims that arise before the repeal of the laws in Schedule 1;

- (e) the integration of the different departments, functions and statutory bodies for the purpose of establishing a single integrated Department of Labour; and
- 5 (f) generally, any matter which he or she considers it necessary or expedient to prescribe in order that the objects of this Act may be achieved.

Commencement

4. (1) This Act shall come into operation on a date to be determined by the President by proclamation in the *Gazette*.
- 10 (2) Different dates may be so determined for the coming into operation of section 1 with respect to each of the laws mentioned in Schedule 1.
- (3) Different dates may be so determined for the coming into operation of section 2 in different areas with respect to each of the laws mentioned in Schedule 2.

15 Short title

5. This Act shall be called the Integration of Labour Laws Act, 1994.

SCHEDULE 1

Number and year of law	Title
1. Transkei	
Decree No. 12 of 1990	Labour Relations Decree, 1990
Act No. 14 of 1977	Labour Act, 1977
Act No. 15 of 1977	Wage Act, 1977
Act No. 3 of 1979	Shops and Offices Act, 1979
Act No. 20 of 1977	Workmen's Compensation Act, 1977
Act No. 24 of 1985	Machinery and Occupational Safety Act, 1985
Act No. 11 of 1983	Unemployment Insurance Act, 1983
Act No. 10 of 1974	Apprenticeship Act, 1974
2. Bophuthatswana	
Decree No. 10 of 1994	Labour Relations Decree, 1994
Act No. 4 of 1979	Bophuthatswana Labour Act, 1979
Act No. 22 of 1992	Basic Conditions of Employment Act, 1992
Act No. 49 of 1992	Occupational Safety Act, 1992
Act No. 17 of 1978	Unemployment Insurance Act, 1978
Act No. 12 of 1977	Workmen's Compensation Act, 1977
Act No. 32 of 1993	Manpower Training Act, 1993
Act No. 19 of 1979	National Provident Fund Act, 1979
Act No. 12 of 1979	Workmen's Compensation Act, 1979
Act No. 14 of 1977	Bophuthatswana Government Pension Service Act, 1977
3. Venda	
Proclamation No. 3 of 1991	Labour Relations Proclamation, 1991
Act No. 11 of 1988	Basic Conditions of Employment Act, 1988
Act No. 5 of 1981	Wage Act, 1981
Act No. 11 of 1987	Machinery and Occupational Safety Act, 1987
Act No. 9 of 1989	Manpower Training Act, 1989
Act No. 11 of 1983	Unemployment Act, 1983
Act No. 9 of 1980	Workmen's Compensation Act, 1980
Act No. 12 of 1989	Guidance and Placement Act, 1989
4. Ciskei	
Decree No. 15 of 1990	Labour Relations Decree, 1990
Act No. 1 of 1989	Wage Act, 1989
Act No. 34 of 1984	Conditions of Employment Regulation Act, 1984
Act No. 35 of 1984	Machinery and Occupational Safety Act, 1984
Act No. 33 of 1984	Manpower Training Act, 1984
Act No. 11 of 1983	Unemployment Insurance Act, 1983
Act No. 11 of 1982	Workmen's Compensation Act, 1982
Act No. 19 of 1987	Manpower Placement Act, 1987
Act No. 7 of 1973	Apprenticeship Act, 1973
5. KwaZulu	
Act No. 7 of 1985	Labour Relations Act, 1985
Act No. 9 of 1985	Wage and Basic Conditions of Employment Act, 1985
Act No. 10 of 1985	Machinery and Occupational Safety Act, 1985
Act No. 23 of 1987	Manpower Training Act, 1987
Act No. 24 of 1987	Workers Accommodation Act, 1987
Act No. 23 of 1988	Guidance and Placement Act, 1988
6. Qwaqwa	
Act No. 13 of 1988	Labour Relations Act, 1988
Act No. 19 of 1992	Wage Act, 1992
Act No. 16 of 1992	Basic Conditions of Employment Act, 1992
Act No. 15 of 1992	Machinery and Occupational Safety Act, 1992
Act No. 11 of 1981	Apprenticeship Act, 1981

INTEGRATION OF LABOUR LAWS ACT, 1994

Act No. 49, 1994

Number and year of law	Title
7. Lebowa, Gazankulu and KaNgwane Act No. 48 of 1953 Act No. 28 of 1956 Act No. 70 of 1973	Black (Settlement of Disputes) Act, 1953 Industrial Conciliation Act, 1956 Black Labour Relations Regulations Act, 1973
8. KwaNdebele Act No. 19 of 1991	Labour Relations Act, 1991

SCHEDULE 2

Number and year of law	Title
Act No. 28 of 1956	Labour Relations Act, 1956
Act No. 3 of 1983	Basic Conditions of Employment Act, 1983
Act No. 5 of 1957	Wage Act, 1957
Act No. 147 of 1993	Agricultural Labour Act, 1993
Act No. 85 of 1993	Occupational Health and Safety Act, 1993
Act No. 30 of 1966	Unemployment Insurance Act, 1966
Act No. 56 of 1981	Manpower Training Act, 1981
Act No. 130 of 1993	Compensation for Occupational Injuries and Diseases Act, 1993
Act No. 62 of 1981	Guidance and Placement Act, 1981