

Postgraduate Diploma in Labour Law
Department Mercantile Law
Faculty of Law
University of the Free State
South Africa

Why do a Postgraduate Diploma in Labour Law?

This Postgraduate Diploma in Labour Law (PGDLL) programme is designed to enable people to specialize in the general field of Labour Law. In addition, the Commission for Conciliation, Mediation and Arbitration (CCMA) and Bargaining Councils have partnered with the University of the Free State and five other universities to deliver a Programme in Labour Dispute Resolution Practice, which forms an integral part of the PGDLL qualification.

For whom?

The qualification is targeted at legal practitioners, human resources officers, trade unionists, aspirant CCMA Commissioners and Bargaining Council Panelists and lastly individuals who wish to enhance their dispute resolution and conflict management skills in the area of industrial relations.

The programme

The PGDLL programme comprises out of six modules. The graduate must be able to understand, evaluate and critically explain selected topics from each of the respective modules. In addition to the six modules, the programme includes two compulsory practical workshops conducted and facilitated by local CCMA commissioners. The PGDLL is offered only in English and on a fulltime basis. A brief summary of each module is given below.

LLAA5815

History of the South African Labour law, the impact of the Constitution on Labour law; the contract of employment and the Basic Conditions of Employment Act, 1999; International Labour Organization (ILO).

LLAB5815

The relevant provisions of the Labour Relations Act, 1995 with regard to freedom of association; trade unions and employer organizations, bargaining councils and dismissal.

LLAC5815

The relevant provisions of the Labour Relations Act, 1995 with regard to strikes, other industrial action and lock-outs, the transfer of business, and unfair labour practices.

LLAA5825

The relevant provisions of the Labour Relations Act, 1995 with regard to dispute resolution, the CCMA and the Labour Courts, and representation.

LLAB5825

The relevant provisions of the Employment Equity Act, 1998 with regard to discrimination and affirmative action, preparation of an employment equity plan.

LLAC5825

Social legislation *inter alia* relevant provisions of the Skills Development Act, 1998; the Unemployment Insurance Act, 1996; the Compensation for Occupational Injuries and Diseases Act, 1993 and the Occupational Health and Safety Act, 1993.

Assessment

Formative assessment methods are used in the form of an assignment and additional tests/quizzes.

A student must receive an average of 40% for the assignment and/or the combined assessments in order to be granted access to the examination.

Admission requirements

For admission to the Postgraduate Diploma in Labour law one of the following is required:

- a) An applicable Bachelor's Degree (NQF Level 7 or 8), or
- b) An applicable Advanced Diploma (NQF Level 7).
- c) An applicable diploma (NQF Level 6), and the candidate –
 - i. has at least 5 (five) years' relevant labour related (not administrative) work experience;
 - ii. successfully completed the following short learning programmes presented by the Centre for Labour Law, UFS: Certificate in Basic Principles of Labour Law (NQF Level 5), Certificate in Advanced Principles of Labour Law (NQF Level 7), and another certificate presented by the Centre for Labour Law; and



- iii. successfully completed the recognition of prior learning process; or
- d) A National Senior Certificate (as from 2008) or a School-leaving Certificate (prior to 2008), and the candidate –
 - i. has at least seven (7) years' relevant labour related (not administrative) work experience,
 - ii. successfully completed the following 4 (four) short learning programmes presented by the Centre for Labour Law, UFS: Certificate in Basic Principles of Labour Law (NQF Level 5), Certificate in Advanced Principles of Labour Law (NQF Level 7), Certificate in Alternative Dispute Resolution (NQF Level 6), and Certificate in Basic Principles of Social Security Law (NQF Level 6); and successfully completed the recognition of prior learning process

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