

English courses

Course n. 5: Labour law

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Some translations

Labor law : قانون العمل

Employer:المستخدم

Employee: العامل

Employment contract: عقد العمل

Trade unions: النقابات

Strike: الإضراب

Minimum wage: Le salaire minimum garanti (le smig)

Definitions

Labour laws (also spelled as labor laws), labour code or employment laws are those that mediate the relationship between workers, employing entities, trade unions, and the government.

We have two framework relationships in labor covered by labor law. We talk about collective labor law and individual labor law.

1/ Individual labor law concerns employees' rights at work also through the contract for work.

The basic feature of labour law in almost every country is that the rights and obligations of the worker and the employer are mediated through a contract of employment between the two.

a) Employment contract: or contract of employment is a kind of contract used in labour law to attribute rights and responsibilities between parties to a bargain.

The contract is between an "employee" and an "employer". It has arisen out of the old master-servant law, used before the 20th century. Employment contracts relies on the concept of authority, in which the employee agrees to accept the authority of the employer and in exchange, the employer agrees to pay the employee a stated wage (Simon, 1951).

b) Working conditions: They are organized by the employment contract, the legislature and the collective labor agreements. It talks about minimum wage, hours of work, health and safety...etc

2/ Collective labour law relates to the tripartite relationship between employee, employer, and union

a) Collective bargaining is a process of negotiation between employers and a group of employees aimed at agreements to regulate working salaries, working conditions, benefits, and other aspects of workers' compensation and rights for workers.

b) Trade unions (also called labor unions) are organizations which generally aim to promote the interests of their members. This law regulates the wages, benefits, and duties of the employees, and the dispute management between the company and the trade union. Such matters are often described in a collective labor agreement.

Show the Diapo bellow for understand the collective labor law