The four piece of bills that have been reviewed are the LRA, the BCEA, the Employment Equity Amendment Bill and the newly-introduced Employment Services Bill.

It should be noted that, while there was substantial agreement on many of the amendments, there remained key areas of disagreement.

As a custodian of labour laws in the Republic of South Africa the Department of Labour has a responsibility to ensure that our labour laws comply with fundamental rights, and ensure that the labour market is peaceful and conducive to conduct business.

In the same vein the laws ought to ensure that labour dispute resolutions institutions such as the Commission for Conciliation Mediation and Arbitration (CCMA) settle disputes speedily, while the department beefs up and empower inspector work.

Another consideration in these amendments has been the protection of the vulnerable workers such as the Domestic workers and Farm workers who comprise a significant part of the global workforce in informal employment and are among the most vulnerable groups of workers. The vulnerable are often employed without clear terms of employment, subjected to deplorable working conditions, unregistered, and excluded from the scope of labour legislation.

Indeed, an estimated 50% of CCMA statistics showed that workers were not represented by trade unions, don't have money to enforce their awards.

The key areas of amendments to the LRA and the BCEA was focused on addressing what is now commonly referred to as the phenomenon of labour broking.

Other areas of focus include:

- Regulating contract work
- The exclusion of high-income earners from bringing unfair dismissal claims to the CCMA
- Strikes and lock-outs
- Essential Services
- Organisational rights and collective bargaining
- Changes to the power of the Minister
- Sectoral determinations
- Child labour
- Strengthening the power of the inspectorate
- Penalties.

When all is said and done the new labour regime seeks to strike a balance to the satisfaction of all stakeholders in the labour market.