









































































































- Maduna NP *An analysis of TES within the information Technology Sector* (Unpublished thesis, University of Johannesburg, 2012).

## **Legislation**

### **South Africa**

- Constitution of the Republic of South Africa, Act 108 of 1996 Section 23.
- Basic Conditions of Employment Act 75 of 1997.
- Employment Equity Act 55 of 1998.
- Labour Relations Act 66 of 1995.
- Labour Relations Act 28 of 1956.
- Labour Relations Amended Act 6 of 2014.
- Industrial Conciliation Act 1924.
- Employment Services Act 4 of 2014.
- Memorandum of the 2014 Labour Relations Act Amendments.

### **United Kingdom**

- Agency Workers Directive 104/EC 2008.
- Agency Worker's Regulations 2010.
- Employment Agencies Act of 1973.
- Employment Rights Act of 1996.
- Part-time Work Regulations 2010.
- Race Relations Act of 1976.
- Working Time Regulations of 1998.
- Minimum Wage Regulations 1998.
- National Minimum Wage Regulation 1999.



## **Internet Sources**

- Nhlabatsi R Working Together: Consulting Africa Intelligence ‘The role of labour law harmonisation in improving the living standards of the poor in a globalised Africa’ available [at www.consultancyafrica.com/index.php?option=com](http://www.consultancyafrica.com/index.php?option=com) (accessed 20 August 2015).
- Media Briefing by minister of labour on ‘the bills amending the Labour Relations Act’ and the BCEA available [at www.labour.gov.za/media-deskmedia](http://www.labour.gov.za/media-deskmedia) (accessed on 05 March 2016).
- International Labour Organisation ‘The ILO at a glance’ available at : <http://www.ilo.org/public/english/download/glance.pdf> (accessed 29 May 2016).
- Nash H ‘When does equal treatment not apply?’ available at [www.rec.uk](http://www.rec.uk) (accessed 03 May 2016)
- TUC ‘Agency Workers have rights too! Work Smart, Know your Rights’ available at [www.worksmart.org.uk](http://www.worksmart.org.uk) (accessed 20 September 2015).
- Lusanda Raphulu ‘Relationship between Labour Brokers and their Clients under Fire’ available at [www.humancapitalreview.org](http://www.humancapitalreview.org) (accessed 24 July 2016).
- Mahlaka R ‘New Labour Relations Act : Help or hindrance to employment?’ available at [www.moneyweb.co.za](http://www.moneyweb.co.za) (accessed 21 July 2016).
- Slater D ‘Amendment Act to significantly change Labour Industry?’ available at [www.polity.org.za](http://www.polity.org.za) (accessed 24 July 2016).
- Penny R ‘Agency Workers Regulations: Please mind the gap?’ available at <http://www.carson-mcdowell.com/news-and-events/insights/agency-workers-regulations-please-mindthe-gap> (accessed 25 November 2016).

## **International Conventions**

- Alleter C ‘International Labour Standards and Private Employment Agencies’- Are South Africa’s Recent Legislative Amendments Compliant? (2015).
- Benjamin P Law and Practice of private employment agency work in South Africa: Sector Working Paper No 292 (2013).
- International Labour Organisations Private Employment Agencies Convention, 1997 (No 181).
- ILO Convention on Private Employment Agencies, no 181 1997.

- Private Employment Agencies Convention , Private Employment Agencies , Temporary Agency Workers and their Contribution to the labour market, 1997 (No 181) Geneva (2009).
- International Confederation of Private Employment Services Economic Report (2014).

## **Reports**

- Business Ethics Briefing: ‘Fairness in the Workplace: Staffing and Employment Contracts’ IBE, 1 April 2015.
- Ciett Economic Report: International Confederation of Private Employment Services (2015).
- CCMA Commissioners indaba (2012).
- Department for Business Innovation and Skill Agency Worker Regulation Guidelines May (2011).
- Economic Report 2010 International Confederation of Private Employment Agencies the Agency Work Industry around the world (2010).
- Freshfields Bruckhaus Deringer The Agency Workers Directive (2012).
- Guidance for Employment Agencies and Business engagers of freelancer and the Agency Workers Regulation working with freelancers after October (2011).
- Great Britain Parliament House of Lords: European Union Committee Modernizing European Union Labour Law : Has the UK anything to gain? 22 Report (2007).
- Rompuy Herman Economic Report International Confederation of Private Employment Services (2014) .
- Synthesis Report Changing Nature of Work and ‘Atypical’ Forms of Employment in South Africa (2014) .
- The LRA Knowledge Centre ‘The workforce group, Collecting Shaping our future issue’ 122 April 2014.