



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA



[Home](#)

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[Site Map](#)

Basic Guide to Learnership Disputes

Basic Guide to Learnership Disputes

Learners, employers or training providers can declare a dispute about the learnership with the Commission for Conciliation, Mediation and Arbitration (CCMA).

See

- [Skills Development Act](#)
Aims to develop and improve the skills of the South African workforce.

Reasons for Disputes

Disputes can be about –

- learnership agreements;
- employment contracts between learners and employers;
- rules in the sectoral determination for learnerships; or
- ending learnership agreements or employment contracts.

Based on Legislation in Section 19, of the Skills Development Act

Resolving Disputes

If you have a dispute, you must refer it in writing to the Commission for Conciliation, Mediation and Arbitration (CCMA) and send copies to the other parties in the contract or agreement.

Based on Legislation in Section 19, of the Skills Development Act

Related Links

- [Basic Guide to Employment Contracts \(Learnerships\)](#)
Sectoral Determination 5 requires that employers give learner workers certain details of their employment in writing
- [Basic Guide to Learnership Agreements](#)
Under the Skills Development Act, an agreement must be signed by the learner (a type of apprentice), employer and training provider
- [Basic Guide to Learnership Requirements](#)
The Skills Development Act allows Sector Education and Training Authorities (SETAs) to start learnerships only if certain conditions are met
- [The Commission for Conciliation, Mediation and Arbitration \(CCMA\)](#)
Visit the website of the Commission for Conciliation, Mediation and Arbitration (CCMA)