

**Division: Law**

**Specialization: private Law**

**( Second Year)**

## **Key Labor Law Terminologies with Definitions**

1. **Labor Law**  
*The body of laws, administrative rulings, and precedents which address the legal rights of working people and their organizations.*
2. **Employment Contract**  
*A legally binding agreement between an employer and employee outlining the terms of employment.*
3. **Employer**  
*A person or organization that hires and pays individuals for their work.*
4. **Employee**  
*An individual who works part-time or full-time under a contract of employment.*
5. **Probation Period**  
*A trial period at the beginning of employment during which the employer evaluates the employee's performance.*
6. **Wages / Salary**  
*Regular payment made by an employer to an employee, typically expressed as hourly, weekly, or monthly pay.*
7. **Working Hours**  
*The number of hours an employee is expected to work in a given period.*
8. **Overtime**  
*Time worked beyond the normal working hours, often paid at a higher rate.*
9. **Minimum Wage**  
*The lowest legal amount that can be paid to a worker per hour or per month.*
10. **Leave Entitlement**  
*The amount of time an employee is legally allowed to take off from work (e.g., annual leave, sick leave).*
11. **Termination of Employment**  
*The end of an employee's contract, which may occur through resignation, dismissal, or mutual agreement.*
12. **Unfair Dismissal**  
*A situation where an employee is terminated without a fair reason or without following proper procedure.*

**13. Collective Bargaining**

*Negotiation between employers and a group of employees (often via a union) to determine working conditions.*

**14. Labor Union (Trade Union)**

*An organized group of workers formed to protect their rights and interests.*

**15. Occupational Health and Safety (OHS)**

*Standards and procedures intended to prevent workplace injuries and illnesses.*

**16. Discrimination in Employment**

*Unfair treatment of employees based on race, gender, religion, age, disability, etc.*

**17. Labor Dispute**

*A disagreement between employers and employees regarding employment conditions.*

**18. Social Security**

*Government-provided financial support for people who are retired, unemployed, or disabled.*

**19. Worker's Compensation**

*Benefits provided to employees who suffer work-related injuries or illnesses.*

**20. Arbitration**

*A legal method for resolving disputes outside the court, where a neutral third party makes a binding decision.*