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A Practical Guide to Labour Law Sixth Edition Authors JV du Plessis BA LLB LLD (Unisa) Advocate of the High Court Professor of Mercantile Law, University of the Free State MA Fouche BLuris LLB NHD PSE Advocate of the High Court Professor of Labour Law, Nelson Mandela Metropolitan University Senior Commissioner of the CCMA and bargaining council arbitrator Editor MA Fouche LexisN'exis Durban

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In terms of the common law, an employee is classified by way of the contract of employment known as the *locatio conductio operarum*. 29 Such contract is referred to as the ordinary contract of employment and is defined as the mutual/consensual and binding agreement between an employer and employee, where the employee provides his services and time for the disposal of his employer/organisation, at a specified remuneration. 30 In terms of the ordinary contract of employment, the employer ...

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An employment contract is defined under the Labour Protection Act BE 2541 (1998) as an agreement, either written or verbal, that clearly or implicitly states that the employee agrees to work for the employer and that the employer agrees to pay a wage throughout the work period. However, a fixed-term employment contract must be made in writing.

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With reference to Sri Lanka.

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