

**UNIVERSITY OF SWZILAND
INSTITUTE OF DISTANCE EDUCATION
DEPARTMENT OF LAW**

MAIN EXEMINATION PAPER MAY,2010

TITLE OF PAPER : LABOUR LAW

COURSE CODE : L607 / L304

TIME ALLOWED : THREE (3) HOURS

INSTRUCTIONS : (1) ANSWER FOUR QUESTIONS.

**THIS PAPER IS NOT TO BE OPENED UNTIL PERMISSON HAS BEEN GRANTED BY THE
INVIGILATOR**

LABOUR LAW (L607) EXAMINATION (B.COM IDE)
(MAIN EXAMINATION) 2010

Question 1

- (a) Give a Definition of a strike. [3 Marks]
- (b) Discuss or define a secondary or sympathy strike. [15 Marks]
- (c) Discuss the rights and remedies of an employer when threatened with an illegal strike. ; [7 Marks]
- Total [25 Marks]

Question 2

The Employment relationship gives rise to certain duties between the employer and employee. Discuss the duties each owes to the other.

[25 Marks]

Question 3

Discuss the procedural and substantive requirements of a fair dismissal for misconduct at the work place.

[25 Marks]

Question 4

Discuss the different ways by which the employment contract can be terminated.

[25 Marks]

Question 5

- (a) What are the guidelines the employer must follow before retrenching employees?

[15 Marks]

- (b) Discuss the different circumstances or situations under which an employer may retrench.

[10 Marks]

Total

[25 Marks]

Question 6

Discuss the various stages of disciplines for misconduct before an employee can be dismissed.

[25 Marks]