

UNIVERSITY OF ESWATINI
FACULTY OF SOCIAL SCIENCE
BACHELOR OF ARTS (SOCIAL SCIENCE), YEAR 4

FINAL EXAMINATIONS PAPER: NOVEMBER 2021

MAIN PAPER

TITLE OF PAPER: LABOUR RELATIONS IN ESWATINI & SOUTH AFRICA

COURSE CODE: PAD 404

TIME ALLOWED: TWO (2) HOURS

INSTRUCTIONS: 1. ANSWER TWO QUESTIONS:

**2. THE FIRST QUESTION IN SECTION ONE IS
COMPULSORY**

3. CHOOSE ONE QUESTION FROM SECTION TWO

2. ALL QUESTIONS CARRY EQUAL MARKS

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

SECTION A

COMPULSORY QUESTION

Question 1.

Choose **ONE** of the following Industrial Relations thematic areas in relation to South African and Eswatini;

1. Working Conditions and Rights for workers in the textile industry
2. Labour Migration & Workers Settlement
3. Violence in Labour Relations
4. Trade Agreements and the role of the State in Labour Relations

Discuss the issues surrounding the chosen thematic area and in the process highlight any major differences and/or similarities with respect to the two countries. (25)

SECTION B

Question 2

Select **FIVE** of the following Industrial Relations perspectives and critically discuss their main features highlighting the conditions under which these thrive.

1. Unitarism and Conflict Denial (5)
2. Pluralism and Conflict Regulation (5)
3. Societal Corporatism (5)
4. State Corporatism (5)
5. Co-determination (5)
6. Worker- Control (5)
7. Individualism and Communitarism in Labour Relations(5)

Question3

Bendix 2015:189) argues that “*Collective Bargaining is central to the Labour Relationship between an employer and employees, but is also paradoxical in that conflict is a feature of the relationship*”.

- (a) Discuss Collective bargaining including its styles and types.(10 marks)
- (b) Discuss the sources of conflict in Collective Bargaining. (15 marks)

Question 4

- (a) Outline the major components of Labour Relations Systems (5)
- (b) Discuss Employee Participation structures and their functions (20)