



UNIVERSITY OF SWAZILAND

FACULTY OF SOCIAL SCIENCE

DEPARTMENT OF SOCIOLOGY

MAIN EXAMINATION PAPER, DECEMBER 2012

TITLE OF PAPER : INTRODUCTION TO ELEMENTS OF LABOUR LAW

COURSE CODE : SOC 410

TIME ALLOWED : TWO (2) HOURS

INSTRUCTIONS :

- 1. ANSWER QUESTION ONE (1) AND ANY OTHER TWO (2) QUESTIONS.**
- 2. ALL QUESTIONS CARRY EQUAL MARKS.**

THIS PAPER IS NOT TO BE OPENED UNTIL PERMISSION HAS BEEN GIVEN BY THE INVIGILATOR.

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TOTAL MARKS: 100

1. Discuss the process of finalizing an arbitration case at the Conciliation, Mediation and Arbitration Commission (CMAC).
2. Discuss the remedial powers of the Industrial Court in the event that a dismissal is unfair.
3. Using decided cases, explain, three (3) ways in which a contract of service can be brought to its lawful end.
4. Discuss tests used to determine the procedural fairness of a dismissal for medical incapacity.
5. With reference to the Employment Act, 1980 (as amended), explain three (3) common law duties of an employee.
6. Choose one (1) perspective on a labour relationship and explain its pros and cons.