



**2<sup>ND</sup> SEM. 2005/2006**

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**UNIVERSITY OF SWAZILAND**  
**FINAL EXAMINATION PAPER**

**PROGRAMME : BACHELOR OF SCIENCE IN HOME  
ECONOMICS EDUCATION AND  
HOME ECONOMICS [TEXTILE  
APPAREL DESIGN MANAGEMENT]  
YEAR V**

**COURSE CODE : TAD 509**

**TITLE OF PAPER : INDUSTRIAL RELATIONS**

**TIME ALLOWED : THREE (2) HOURS**

**INSTRUCTIONS : ANSWER QUESTION ONE (1)  
AND ANY OTHER (2) QUESTIONS**

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GRANTED BY THE CHIEF INVIGILATOR**

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**Question 1 [Compulsory]**

- a) Define the Trade Union with reference to such features as: the types of trade union and its functions in the industry. [8 marks]
- b) Briefly discuss the importance and objectives of sound industrial relations. [10 marks]
- c) Industrial action or job action quite often is used and interpreted, mistakenly as a euphemism for strike.
  - i. What is the definition for Industrial/Job action and,
  - ii. Briefly explain these types of industrial action: STRIKE; WORK-TO-RULE; GENERAL STRIKE. [12 marks]
- d) Name the parties involved in labour relations and show their relationship. (Use diagram) and describe Swaziland's legal system (constitution) and give general information about it before and after 1973.

[10 marks]

**[Total marks = 40]****Question 2**

- a) State and briefly discuss the legislative framework governing employment relationship in Swaziland. [10 marks]
- b) Disputes can rise over pay, working conditions, redundancies or restrictive practices. Give with explanation, the four main restrictive practices that may result in trade disputes. [8 marks]
- c) State the international concepts and guidelines for labour disputes, and
  - i. State or explain Strikes and Lockout in labour dispute
  - ii. What are some of the secondary effects of a dispute? [12 marks]

**[Total marks = 30]****Question 3**

- a) What must be in a collective agreement, and when will the parties in labour dispute go for mediation? [10 marks]
- b) What are the basic rules, in collective bargaining vis-à-vis strikes and lockouts? Under what conditions are strikes legal? [12 marks]
- c) What are the Methods used by trade unions to achieve their goals? [8 marks]

**[Total marks = 30]**

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**Question 4**

- a) In South Africa, NEDLAC, the Executive Council, have been entrusted with the Powers and functions of bargaining mediation in agreement impasse. List some (at least five) of the council powers in conflict resolutions. [8 marks]
- b) Use the Industrial Relations Theories and Attitudes to explain how labour movement was organized. [10 marks]
- c) Freedom of Association is one of the fundamental premises of sound industrial relations. Explain the term, freedom of association vis-à-vis the trade union in Swaziland, especially with regard to the 1973 monarch degree. [12 marks]

**[Total marks = 30]**