

Course Code: Soc 410 (M) 2005

UNIVERSITY OF SWAZILAND**FACULTY OF SOCIAL SCIENCE****DEPARTMENT OF SOCIOLOGY****FINAL EXAMINATION QUESTION PAPER, MAY 2005**

TITLE OF PAPER	:	INTRODUCTION TO ELEMENTS OF LABOUR LAW
COURSE CODE	:	SOC 410
TIME ALLOWED	:	TWO (2) HOURS
INSTRUCTIONS	:	1. ANSWER ANY THREE (3) QUESTIONS. 2. ALL QUESTIONS CARRY EQUAL MARKS.

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

QUESTION 1

Critically discuss the duties of an employee consequent to the conclusion of the contract of employment.

QUESTION 2

With reference to the Employment Act, 1980, explain the circumstances under which an employer can fairly and justly terminate an employment relationship. Use examples to illustrate your answer.

QUESTION 3

Discuss the remedial powers that are at the disposal of the Industrial Court of Swaziland in the event that a dismissal was unfair.

QUESTION 4

Discuss the tests that are used in determining the procedural fairness of a dismissal in an employment relationship.

QUESTION 5

Trade unionism is about bread and butter as well as socio-political issues. Critically discuss the above statement in the context of Swaziland's labour movement history.

QUESTION 6

Explain the rationale behind the establishment of the Labour Advisory Board (LAB).