

Botswana College Of Distance And Open Learning

In Collaboration with

Zimbabwe Open University

Supplementary Examination, 2008

In

Labour Relations

Time: 3 Hours

Marks: 100

Instructions to Candidates:

1. Write your name, centre and candidate number on the answer booklet provided.
2. This paper consists of Sections, A, B and C.
3. Answer all the questions in all sections.
4. Answers should be written in the answer booklet provided.

Section A- Short Answer Questions**[20 Marks]**

Answer all questions in this section

1. What do you understand by the term 'Industrial Relations'? [2]
2. What role does the government play in the industrial relations arena? [4]
3. Outline **two** distinctive features between pluralistic perspective and Marxism regarding the role of trade unions in labour relations. [4]
4. Briefly explain the difference between
 - (a) arbitration and conciliation. [2]
 - (b) fiscal policy and monetary policy. [2]
 - (c) unemployment level and unemployment rate. [2]
 - (d) ILO Conventions and Recommendations. [2]
5. State any two causes of redundancy in an organisation. [2]

Section B: Paragraph/ Essay Questions**[40 Marks]**

Answer all questions in this section

1. Workers have brought numerous cases before the Industrial Court challenging their dismissals as being unfair and the Industrial Court has on certain occasions passed judgment that indeed some employees have been dismissed in Botswana on the basis of procedural unfairness.

Discuss this statement by highlighting any two cases decided by the Industrial Court in Botswana on the basis that employees have been dismissed unfairly and the right procedure was not followed. [20]
2. Basic economic books define a market as an area in which buyers and sellers are in close contact enough so that a single price prevails for a homogenous (identical) product. Labour markets are, however, not confined to specific geographical area as the basic definition provides.
 - (a) Give an illustration by way of graphical presentation, with regard to what will happen in a company, if Unions demand for higher wages to be paid to employees. [5]
 - (b) Discuss **all** the above with illustrations. [5]

3. Discuss the common causes of poor performance that prevail in many organisations in Botswana and give an illustration of mechanisms put in place to address them. [10]

Section C: Extended / Practical Questions [40 Mark]

Answer all questions in this section.

On the 11th November 2007, employees of Badiri Bank and their Union, Badiri Bank Employees Union, decided to withhold labour and downed their tools, since they had reached a dead lock with their Bank on salary increment.

The Employees through their union had demanded 15% and the employer instead went ahead and increased the salaries of all employees by 10%, whilst negotiations were still in progress and filed an urgent application to Court, claiming that the employees and their union had acted in bad faith by downing their tools and that Badiri Bank employees and Union acted contrary to Section 39 (1) of Trade Dispute Act.

In light of the above clearly establish as to whether

- (a) the Employer was right in his claim that Badiri Bank Employees Union contravened Section 39 (1) of the Trade Dispute Act by letting their members to engage in a strike or withdrawal of labour. [15]
- (b) it was right and proper for Badiri Bank to increase the salary of all the employees by 10%, while negotiations were still in progress. [15]
- (c) this could be argued to be a Dispute of Right or Interest by the Industrial Court? [5]
- (d) the employer negotiated in good faith or not? [5]

End of Exam