

**UNIVERSITY OF ESWATINI**  
**FACULTY OF SOCIAL SCIENCE**  
**DEPARTMENT OF POLITICAL SCIENCE & PUBLIC ADMINISTRATION**  
**MAIN EXAMINATION PAPER: MAY 2019**  
**ACADEMIC YEAR 2018/2019**

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**TITLE OF PAPER:** LABOUR RELATIONS IN ESWATINI & SOUTH AFRICA

**DEGREE & YEAR:** BACHELOR OF ARTS (SOCIAL SCIENCE), YEAR 4

**COURSE CODE:** PAD 404

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

**INSTRUCTIONS:**

1. THIS PAPER CONSISTS OF SECTION (A) AND (B)
2. SECTION A IS COMPULSORY
3. ANSWER ANY **ONE** QUESTION FROM SECTION B
4. BOTH 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 labour practices found in the South African and Eswatini Labour Laws and write a comparative essay, highlighting their major differences and similarities:

1. Disciplinary Procedure
2. Grievance handling and Procedure
3. Dispute Procedure
4. Recognition Agreement
5. Strikes/Industrial Action
6. Lock- out process
7. Negotiation Process/Collective Bargaining
8. Occupational Health & Safety

## SECTION B

### (Answer ONE question from this Section)

#### *Question 2.*

Bendix (2018) argues; "*The labour relations system operating in a particular country is unique, having been shaped by the different forces in that particular society*".

- (A) What are the two major labour relations perspectives which tend to influence the Labour Relations of a country?
- (B) Critically discuss how these perspectives have influenced the South African and Eswatini Labour Relations.

#### *Question 3.*

- (A) Outline the three main components of a Labour Relations System?
- (B) Discuss any divergent ideological poles of Individualism vs Communitarianism and give your opinion on which one is favourable and why?

#### *Question 4*

Salamon (1987) defines *the state* as 'the politically based and controlled institutions of government and regulation within an organised society'. Discuss the role that the South African state plays in Labour Relations.