

**UNIVERSITY OF ESWATINI**  
**FACULTY OF SOCIAL SCIENCE**  
**BACHELOR OF ARTS (SOCIAL SCIENCE), YEAR 4**

**FINAL EXAMINATIONS PAPER: JUNE 2020**

**MAIN PAPER**

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

**COURSE CODE: PAD 404**

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

**INSTRUCTIONS: 1. ANSWER TWO QUESTIONS:**

**2. THE FIRST QUESTION IS COMPULSORY**

**3. CHOOSE ONE QUESTION FROM SECTION TWO**

**2. ALL QUESTIONS CARRY EQUAL MARKS**

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

**SECTION ONE**  
**COMPULSORY QUESTION**

***Question 1.***

Choose **ONE** of the following Industrial Relations thematic areas in relation to South African and Eswatini;

1. Worker's Working Conditions and Rights in the textile industry
2. Labour Migration & Settlement
3. Violence in Labour Relations
4. Trade Agreements and the role of the state in Labour Relations

Discuss the issues surrounding the chosen theme, highlighting any major differences and/or similarities with respect of the two countries, in the process.

**SECTION TWO**

***Question 2.***

Discuss the two divergent *unitary* and *pluralism* perspectives in relation to Industrial Relations, giving examples in the process.

***Question 3.***

- (a) Define the State and outline the role categories in Industrial Relations as argued by Salamon (1987). (20 marks)
- (b) Discuss the different Employee Participation Structures and their main functions (30 marks)

***Question 4.***

- (a) Discuss the types and importance of Trade Unions as collective organisations, in an organisation (20 marks).
- (b) Discuss the two bargaining styles in Collective Bargaining, and further outline the sources of conflict (30 marks)