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NATIONAL UNIVERSITY OF LESOTHO

FACULTY OF LAW

**POSTGRADUATE DIPLOMA IN LABOUR LAW
FINAL EXAMINATIONS**

LPD 103 – LABOUR RELATIONS

MAY 2018

MARKS: 100

TIME:3 HOURS

INSTRUCTIONS:

1. Answer **ANY FOUR (4)** questions.
2. All questions carry equal marks
3. Use relevant authorities to support your answers

QUESTION 1

(a) Define Labour Relations and discuss its importance to the present day development of Lesotho. **[25 MARKS]**

QUESTION 2

The new Polihali Project is looking for a Labour Relations Expert to advise them on factors which they would have to take into account on development of the best labour relations systems for their new company. Advise them and explain why such factors are important.

[25 MARKS]

QUESTION 3

The Labour Relations system in Lesotho is governed by different legislative framework and regimes. With authorities, discuss five such legislative regimes and which one you consider the best legislative regime and why.

[25 MARKS]

QUESTION 4

You are a new manager who has just been recruited after Papakhaeee Mining Company heard that you have just completed a Labuor Relations course from the University of Katonkeng. Mr Masa-a-Kokometse has been a problem to the company and has won all cases against it in the past. He has again committed a serious act of misconduct by stealing from the company. He threatens to sue the company if they dare attempt to discipline him at all. He also shows you cases which his "best labour lawyer", Advocate Koko-matata has won for him in the past. Discuss the advice you would give to the company and factors you would take into account in disciplining him. **[25 MARKS]**

QUESTION 5

Perfect Team Holdings wants to lay off their staff because they want to achieve world class standards. Some of their employees have been working for the company for more than 30 years and their performance has never improved. Others are very sick and they vow to die at the workplace.

Advise Perfect Team Holdings on the best approach to the problem.

[25 MARKS]

QUESTION 6

(a) Discuss five forms of termination of employment contract in Lesotho.

10 Marks

(b) In what way has the International Labour Organisation (ILO) affected the Labour Relations System in Lesotho?

10 Marks

(c) Collective bargaining and trade Union Movement in Lesotho retards development and has to be abolished. Do you agree and why?

5 Marks

[25 MARKS]