

**REVISION: LEGISLATION****29 AUGUST 2013****Lesson Description**

In this lesson we:

- Look at typical examination questions relating to legislation.

**Questions****Question 1**

*(Adapted from DOE Various papers)*

Four possible options are provided as answers to the following questions. Choose the correct answer and write only the letter (A – D) next to the question number, for example 1.7 B

1. Prevents unfair discrimination against employees in the workplace: *(Nov. 2010)*
  - A Employment Equity Act, 1998 (Act 55 of 1998)
  - B Skills Development Act, 1998 (Act 97 of 1998)
  - C Basic Conditions of Employment Act, 1997 (Act 75 of 1997)
  - D Broad-based Black Economic Empowerment Act, 2005 (Act 53 of 2003)
2. A business which employs more than 50 workers and has a turnover of R10 million, must submit this document to the Department of Labour once every two years: *(Mar. 2010)*
  - A Equity plan
  - B Marketing strategy
  - C Business plan
  - D Code of conduct
3. Which ONE of the following methods is implemented by government to stimulate overall economic growth? *(Mar. 2009)*
  - A Implementing a new medical aid fund
  - B Sponsoring an Aids orphanage
  - C Increasing the interest rate
  - D Introducing the Broad-based Black Economic Empowerment Act
4. This legislation was created to ensure that qualified people from designated groups have equal opportunities in the workplace. *(Sunday Times Avusa Exemplars)*
  - A Affirmative action
  - B Unemployment Insurance Act
  - C Skills Development Act
  - D Black Empowerment Act
5. The South African government introduced this Act in 2003 as a method of growing the country's economy, eradicating poverty, creating jobs and enforcing the concept of transformation in the workplace: *(Exemplar 2008)*
  - A Industry Charter
  - B Broad-based Black Economic Empowerment (BBBEE)
  - C National Credit Act
  - D BBBEE Codes of Good Practice

6. Businesses complying with this Act are awarded government contracts based on points obtained on a scorecard: (*Prelim. 2008*)
- A South African Qualification Authority Act
  - B Skills Development Act
  - C Black Economic Empowerment Act
  - D Employment Equity Act
7. This Act was introduced in 2003 with the following objectives: (*Sunday Times Avusa Exemplars*)
- to grow the country's economy
  - to eradicate poverty
  - to create jobs
  - to enforce transformation in the workplace
- A Industry Charter
  - B Broad-based Black Economic Empowerment (BBBEE)
  - C National Credit Act
  - D BBBEE Codes of Good Practice
8. This legislation ensures that qualified people from designated groups have equal opportunities in the workplace: (*Exemplar 2008*)
- A Affirmative action
  - B Unemployment Insurance Act
  - C Skills Development Act
  - D Black Empowerment Act
9. Which ONE of the following laws in South Africa promotes inclusivity? (*Nov. 2009*)
- A Skills Development Act, 1998 (Act 97 of 1998)
  - B South African Qualifications Authority Act, 1995 (Act 58 of 1995)
  - C Basic Conditions of Employment Act, 1997 (Act 75 of 1997)
  - D Employment Equity Act, 1998 (Act 55 of 1998)

(9 x 2) [18]

## Question 2

(Adapted from DOE Nov. 2009)

The following questions are based on BBBEE.

- a.) Write down the full term for the abbreviation BBBEE. (2)
  - b.) Justify the introduction of the BBBEE Act by explaining any TWO examples. (6)
  - c.) Suggest TWO ways in which the BBBEE Act can be applied to a company that has a large sugar plantation. (4)
- [12]

## Question 3

(Adapted from DOE Nov. 2008)

Answer the following questions based on the Employment Equity Act, (Act 55 of 1998).

- a.) State the main purpose of the Employment Equity Act. (2)
  - b.) Evaluate the impact of this Act on business operations. (4)
  - c.) Propose TWO ways in which government can contribute to the successful implementation of this Act. (4)
- [10]

**Question 4***(Adapted from DOE Nov. 2010)*

With reference to the Basic Conditions of Employment Act, 1997 (Act 75 of 1997) (BCEA), answer the following questions:

- a.) What is the maximum number of days allowed for family responsibility leave? (2)  
 b.) Outline any THREE minimum conditions of employment according to the above Act. (6)  
 c.) Does the above Act make provision for domestic workers? Motivate your answer. (4)  
 [12]

**Question 5***(Adapted from DOE Nov. 2009)*

Read the following scenario and answer the questions that follow:

Dudu Khoza has been appointed as a sales manager at a supermarket in Soweto. Her employment contract stipulates, amongst others, the following:

- 10 working days annual leave
- Resignation when Dudu falls pregnant
- 8 hours of work per day

Dudu has approached you as a labour consultant to advise her on her basic rights in terms of the employment contract.

Write a critical evaluation of the above stipulations with regard to their compliance with the requirements of the Basic Conditions of Employment Act, 1997 (Act 75 of 1997).

[12]

**Question 6***(Adapted from DOE Nov. 2009)*

The recent Labour Relations Act, 1995 (Act 66 of 1995) makes provision for the establishment of workplace forums. Give FOUR reasons why you think it was introduced.

[8]

**Question 7***(KZN DoE Common Test June 2008)*

Match each of the statements in column A with the concept/term in column B. Write only the letter (A-E) next to the question number (1.1-1.5) in your answer book, e.g. 1.3.6 G

	<b>A</b>		<b>B</b>
7.1	A group of representatives made up of employees selected from an organisation that employs 100 workers.	A	Arbitration
7.2	A logical way to end conflict after the mediation process deadlocked.	B	Outsourcing
7.3	Companies tend to subcontract various phases of a job to other firms or individuals.	C	Dispute resolution
7.4	A method to reduce business costs by streamlining labour.	D	Workplace forum
7.5	Trade unions and employer organisations working together to resolve conflicts.	E	Retrenchment

5 x 2 = [10]

**Question 8***(Adapted from DoE March. 2011)*

State any FOUR functions of a trade union.

(8)