**Legisltation part 1**

**Possible exam questions**

**SKILLS DEVELOPMENT ACT (SDA)**

1. Outline the role of SETA’s in supporting the Skills Development Act, 1998

(97 of 1998). (10)

2. Name FOUR ways in which SETAs can be funded. (4)

3. Explain the difference between the National Skills Development

Strategy and the Human Resources Development Strategy. (8)

4. Read the scenario below and answer the questions that follow:

**TLAKS CONSTRUCTIONS (Pty) Ltd (TC)**

Tlaks Constructions was recently on the news for poor quality of work and shifted the blame to employee lack of skills. Experts believe that the company should have known better because the law requires businesses to do something about unskilled employees.

4.1 Identify the Act implied in the scenario above. (1)

4.2 Elaborate on the impact of the Act identified in QUESTION 4.1 on

businesses. (8)

5. Read the scenario below and answer the questions that follow:

**THULANE TRADERS (TT)**

Thulane Traders employs 50 workers who are responsible for producing its

products. All employees are expected to produce quality products, although

only young employees are given the opportunity to learn new skills. Female

employees are excluded from attending training.

5.1 Name the Act that makes provision for employees to improve their work

performance. (1)

5.2 Quote actions in the scenario above that may be regarded as discriminatory

by this particular Act. (2)

**LABOUR RELATIONS ACT (LRA)**

6. Outline the purpose of the Labour Relations Act (LRA), 1995

(Act 66 of 1995). (8)

7. What impact would the Labour Relations Act (LRA) have on a

business. (8)

8. The Labour Relations Act, 1995 (Act 66 of 1995) was introduced to regulate

labour relations between employees and employers.

8.1 Propose THREE actions which may be regarded as non-compliance

to this Act. (6)

9. Read the scenario below and answer the questions that follow:

**JOKO TRENDY BAGS (JTB)**

Joko Trendy Bags design and manufacture fashionable handbags. They

employ 50 workers, who are allowed to join a trade union of their choice. The

management of JTB resolves work-related disputes through statutory

conciliation, mediation and arbitration.

9.1 Identify the Act that applies to JTB. Quote from the scenario above to support

your answer.  (3)

10. Read the scenario below and answer the questions that follow:

**AFROSHINE PRINTERS**

Lebo Sebitso, the owner of Afroshine Printers, dismissed Joyce, one of his employees due to her frequent late coming without giving her the opportunity to explain her situation. Employees are not allowed to participate in picketing.

10.1 Quote any TWO actions from the scenario regarded as discriminatory by the

Labour Relations Act, 1995 (Act 66 of 1995). (2)

10.2 Name TWO penalties that may be imposed on Afroshine Printers for not

complying with the Labour Relations Act, 1995 (Act 66 of 1995). (4)

**EMPLOYMENT EQUITY ACT (EEA)**

11. Explain the main purposes of the Employment Equity Act (EEA),

55 of 1998. (8)

12. Suggest practical ways in which businesses may comply with the Employment Equity Act, 1998 (Act 55 of 1998). (6)

13. Read the scenario below and answer the questions that follow:

**SPEEDY DRYCLEANERS (SD)**

Speedy Drycleaners advertised a vacant post for a receptionist in the newspaper. People with disabilities were encourage to apply for this vacant position.

13.1 Identify the Act that was applied by Speedy Drycleaners. Motivate your

answer by quoting form the scenario above. (3)

14. Justify the effectiveness of the Employment Equity Act (EEA), 1998 (Act 55 of

1998) on businesses. (10)

**BASIC CONDITIONS OF EMPLOYMENT ACT (BCEA)**

15. Identify the provisions of the Basic Conditions of Employment Act (BCEA),

1997 (Act 75 of 1997) that Kajav Supermarket complied with in EACH

statement below:

15.1 Employees are required to give due notice before they can end their

employment contracts.

15.2 Kajav Supermarket does not force its employees to work more than three

hours extra per day.

15.3 Employees are advised to produce a medical certificate if they are absent

from work for more than two consecutive days.

15.4 Kajav Supermarket does not allow employees who are younger than 18 to

perform dangerous duties.

(8)

16. Explain the following provisions of the Basic Conditions of Employment Act

(BCEA), 1997 (Act 75 of 1997).

16.1 Sick leave (2)

16.2 Family responsibility leave (2)

16.3 Maternity leave (2)

17. Evaluate the impact of the Basic Conditions of Employment Act, 1997 (Act 75 of 1997) on business operations. (8)

18. Explain the purpose of the Basic Conditions of Employment Act (BCEA), 1997 (Act 75 of 1997). (6)

18.1 Ruth, the secretary, was allowed to stay home for four consecutive months

after her baby was born.

18.2 Ashley, the supervisor, is entitled to take up to 21 days leave per year.

18.3 John, the financial clerk, was given permission to take three to five days off

work to attend to his sick mother

18.4 Zodwa, the production manager, brought a medical certificate for taking three days off to recover from flu.

(8)