

**UGANDA MARTYRS UNIVERSITY,
RUBAGA CAMPUS**

**FACULTY OF BUSINESS ADMINISTRATION AND
MANAGEMENT**

BAM III EVENING

COURSE: INDUSTRIAL RELATIONS

Time allowed: 3 hours:

Instructions to Candidates:

Please read the instructions carefully before answering the questions.

Answer only **Four questions**.

Question **ONE** is COMPULSORY

Answer any other **THREE** questions

DO NOT WRITE ON QUESTION PAPER

QUESTION 1

CASE STUDY

Workers Unions not toothless, says NOTU Chairman

By John Odyek Publish Date: Feb 06, 2011

THE workers movement in Uganda is not toothless despite having some weaknesses, the chairman general of the National Organisation of Trade Unions (NOTU), Wilson Owere, has said.

Owere explained that workers unions have a number of achievements to their name, like having lobbied and succeeded in the national employment policy passed by the Cabinet.

The policy seeks to protect workers and calls for job-creation. He said recently, flower firms have been mistreating workers, but this has stopped because of their intervention.

While responding to a letter that appeared in New Vision Job Mart section last week, Owere said the unions had lobbied for the reforms in NSSF, leading to the increase of workers representatives on funds board from one to five out of the nine board members.

He said the unions were lobbying the Government to expedite the operationisation of the Industrial Court, to resolve industrial relations disputes.

Owere acknowledged that the unions were facing challenges like the low capacity at the labour ministry to support activities of the union, the hostility of some employers towards union activities and lack of participation by employees in union activities.

Trade unions have not failed and we are not toothless. We are lobbying the Government to improve labour laws. We want a stronger Ministry of Labour. Right now, the Ministry of Labour is underfunded.

There are no labour officers in districts to deal with labour disputes.

There is no fulltime labour commissioner. The labour commissioner is always acting, he added.

He said the unions were now more co-ordinated than in the past. He said through various unions they take up complaints arising from all employees and jointly tackle them.

Even if employees are not members of unions, when they come to us, we help them. We want to ensure that all workers are not abused, Owere disclosed.

He said the unions have pushed the Government to pass the minimum wage law and a minimum wage board has been appointed. The minimum wage law has not yet been operationalised.

Owere also criticised some investors for being hostile to union activities and using government officials to defend them whenever they violate workers rights.

When employers and employees have joined the unions, the rights of workers are respected, there is high productivity and there is harmony in the work places. Owere stressed.

- a. What industrial relations issues are in this newspaper article? (10 marks)
- b. The Minister of Labour in Uganda has read one of your course-works and was impressed at your analysis of labour issues. What advice would you give the Minister to address the concerns raised . (15 marks)

QUESTION 2

- a. Elaborate and discuss at least 6 approaches to industrial relations (12 marks)
- b. Pick on any off the approaches mentioned , and discuss it's applicability to an institution of your choice (13 marks)

QUESTION 3

Using illustrations , define the following

- Trade Unionism
- Closed Shop
- Picketing
- Employee Rights

(12 marks)

- b. With reference to the Uganda situation, discuss the relevance of a shop steward. (13 marks)

QUESTION 4

- a. Using an institution of your choice, Illustrate how you would advise on the operationalization of the grievance policy (12 marks)
- b. What are the challenges you would face in implementing the grievance policy?(13marks)

QUESTION 5

- a. What are the is the importance of the an Employment Contract to an Employee ? (12 marks)
- b. How would the Labour Disputes (Arbitration and Settlement) Act 2006, solve the possible employer – employee disagreements ? (13 marks)

QUESTION 6

- a. With illustrations from an institution of your choice : State the causes of indiscipline. (12 marks)
- b. Discuss the importance of management of labour turnover . (13 marks)

END