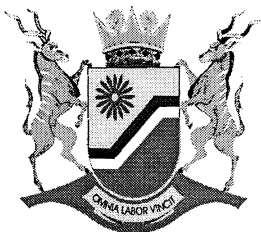


MPUMALANGA DEPARTMENT OF EDUCATION



BUSINESS STUDIES
GRADE 12
TRIAL EXAMINATION 2009

MEMORANDUM

MARKS: 300

TIME: 3 HOURS

SECTION A (COMPULSORY)

QUESTION 1

1.1 Four possible options are provided as answers to the following questions.

Choose the answer and write the letter (A-D) next to the question number

(1.1.1-1.1.10) in the answer book, for example 1.1.1 A.

1.1.1 D ✓✓

1.1.2 A ✓✓

1.1.3 A ✓✓

1.1.4 C ✓✓

1.1.5 D ✓✓

1.1.6 B ✓✓

1.1.7 B ✓✓

1.1.8 C ✓✓

1.1.9 A ✓✓

1.1.10 B ✓✓

10 x 2 = (20)

1.2 GIVE ONE WORD

1.2.1 Storting/Dumping (2)

1.2.2 Subsidie/Subsidy scheme (2)

1.2.3 BA koers/Bankkoers/BA Rate/Bankrate (2)

1.2.4 Pad Ongeluksfonds/Road Accident Fund(RAF) (2)

1.2.5 Onderhandelings/Bargaining (2)

[10]

Question 1.3

1.3

1.3.1 B Strategie/Strategy

1.3.2 C Dividend

1.3.3 E. Kreatiewe denke/Creative thinking

1.3.4 F Voorwaartse integrasie/Forward integration

1.3.5 H Outokraties/Autocratic

5 x 2 = [10]

SECTION B (ANSWER ALL THE QUESTIONS)

2.1

2.1.1

CHALLENGE	ENVIRONMENT
Increase in petrol price by 39 cents✓	Macro✓
Increase in interest rates by 2%✓	Macro✓
Increase in running costs✓	Micro✓
Loss of client(Department. of Health) ✓	Market✓
Competition(Bethal Transport services) ✓	Market✓
Increase rate to R5 per Kilometre✓	Micro✓

Mark Allocation:
 Challenge 1 mark
 Environment 1 mark
 ANY 3 x 2 = (6)

2.1.2

2.1.2

IDENTIFICATION OF SECTION	IDENTIFICATION OF THE BUSINESS ENVIRONMENT	CONTROL OVER THE BUSINESS ENVIRONMENT	BUSINESS STRATEGIES.
Tertiary sector✓✓	Micro environment✓	The business has total control over this environment✓✓	-Reduce the number of vehicles. ✓✓ -Cut down running costs. ✓✓ -Avoid unnecessary use of company vehicles. ✓✓ -Buy more fuel efficient vehicles. ✓✓ -Any other relevant answer regarding strategies or control✓✓
	Market environment✓	The business has some or little control over this environment. ✓✓	-The business can review the rate per kilometre. ✓✓ -Specials for volume orders etc. ✓✓ -Wide advertisements of efficiency of the transport service✓✓ -Any relevant answer regarding the control or strategies✓✓
	Macro	The business has	-Lobbying with other

	environment✓	no control over this environment✓✓	bodies can lead the Reserve Bank to reduce repo rate. ✓✓ -Engaging other stakeholders to strengthen the need to reduce petrol price. ✓✓ -Obtain subsidies from the state. ✓✓ -Any other relevant answer regarding control and strategies✓✓
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Allocation of Marks:

Identification of sector	1 x 2 = 2
Identification of the environment	3 x 1 = 3
Control	3 x 2 = 6
Strategy	3 x 2 = 6

7 marks (Max 14)

2.2 Discuss the main purpose of the following Acts:2.2.1

2.2.1 The labour relations Act (Act66 of 1995)

- It caters for collective bargaining and agreements by providing workplace forums✓✓. e.g. salary increases✓
- It caters for labour disputes through conciliation, arbitration or industrial action ✓✓e.g. settling pay disputes✓
- It caters for trade unions and employers organizations, ✓✓ e.g. regulatory framework for operation. ✓
- Responsible for the establishment of CCMA, ✓✓ e.g assists in case of deadlocks during negotiations on labour issues. ✓
- Any relevant purpose of LRA.

Any 3 x 3 = 9

Mark allocation:

Fact 2

Explanation/ Examples 1

Max 8

2.2.2 The Employment Equity Act (Act 55 of 1998)

- Eliminate unfair discrimination and promote equal opportunities and fair treatment√√ e.g. gender balance. √
- Promote efficiency in the workplace to promote economic development√√ e.g. provision for training. √
- To attain a diverse workforce√√ e.g representation of different ethnic groups. √
- Give effect to the obligations of the country as member of International Labour Organization. √√ e.g in keeping with world trends to eliminate discrimination. √
- Any relevant function relating to Employment Equity Act.

Any 3 x 3 = 9

Mark allocation:

Fact 2

Explanation/ Examples 1

Max 8

2.3 Name two ways in which petrol can influence businesses.

- Decrease in profits√√
- Loss of jobs√√
- May lead to bankruptcy√√
- Increase transport costs√√
- Lead to recession√√
- Increase production costs √√

Any 2 x 2 = 4

[40]

2.4 Force field decision making technique:

- Thandi would have to describe the financial position she would like her business to be regarding money paid in for work done. √√
- She will need to list factors that assist her to achieve the desired financial position √√ e.g increased overdraft, credit facilities with suppliers, better credit control system. √√
- She will have to list all the factors that may stop her √√ from reaching her goal. e.g customers paying late, increased costs, and poor credit facility with suppliers. √√

5 x 2 = (10)

2.5 Differentiate between a manager and the leader.

MANAGER	LEADER
1. Manager has authority, demand respect and want to control √√	1. Leader invites and motivates freedom of speech and inspires trust√√
2. Manager gives orders. √√	2. Leader facilitate √√
3. Manager think they know all the answers √√	3. Leader asks the right questions to ge to the right answers√√
4. A manager focuses on the task √√	4. The leader focuses on individuals√√
5. A manager focuses on the implementation of policies √√	5. A leader focuses on ways to motivate workers to help with the implementation processes v

5 x 2 = (10)

QUESTION 3

[60]

3.1

- | | |
|--------------------------|----------|
| 3.1.1. 8751 √√ | (2) |
| 3.1.2. Toyota √√ 3362 √√ | (4) |
| 3.1.3. VW √√ 1702 √√ | (4) |
| 3.1.4 Recession √√ | (2) (12) |

3.2.1.Entrepreneurial characteristics

- Prepared to take calculated risks- ✓ took over Score supermarkets, reduced the petrol price at Pick n Pay, ✓
- Equipped with organisational skills-✓ have basic principles of business✓
- Hardworking and committed to goals✓ - best performing share price on stock exchange, never missed a dividend payment✓
- Creative and innovative✓ - have 438 company-owned stores✓
- Self- motivated✓ - championed the rights of black people to own property in urban areas✓
- Have a positive attitude✓ - fostering staff improvement and employee benefits✓
- Confident in the ability to succeed✓ - strong administration and cash flow, great merchandiser✓,
- Responsible✓ -outstanding people and corporate responsibilty✓
- Ambitious and passionate with what he does✓
- Possess good communication skills.- ✓

Any 5 x 2 = (10)

NB . 1 mark for Entrepreneurial characteristic and 1 mark for example from case study

3.2.2 THREE success factors of Pick 'n Pay in South Africa

- Winterveld Farmers' Scheme- funded 10 boreholes✓✓
- 438 company owned stores✓✓
- Took over Score Supermarket✓✓
- Championed the rights of blacks to own property in urban areas✓✓
- Discounted petrol ✓✓

Any 3 x 2 =(6)

3.3

3.3.1 re-instatement ✓✓ (2)

3.3.2 re-insurance ✓✓ (2)

3.3.3 good faith ✓✓ (2)

3.3.4 R10 000 ✓✓ (2)

3.3.5 R1 625 ✓✓ (2)

5 x 2 = [10]

3.4 Describe **FIVE** steps that you as a manager can use to resolve a conflict in the workplace.

Steps in resolving a conflict

- Acknowledge that there is a conflict between parties✓✓
- Confront the conflict by identifying the causes ✓✓
- Arrange a meeting between the conflicting parties✓✓
- Devise ways to resolve the conflict ✓✓
- Find a way forward. ✓✓

5 x 2 = (10)

[60]

3.5 Distinguish between:

3.5.1 Single interest.

- the interest are calculated at the end of the term✓✓
- then the interest are added to the investment amount.✓✓

2 x 2 = (4)

3.5.2 Compound interest.

- the interest are calculated monthly ✓✓
- then added to the investment amount and interest are earned on interest. ✓✓

2 x 2 = (4)

3.6 Insurable interest

- the insured must proof that it will lead to a financial loss if what he insures✓✓

- get damaged and that he will gain by the possession of the item.. √√
2 x 2 = (4)

QUESTION 4

- 4.1 State **FIVE** reasons that motivate you to join the union.
- Union strive to improve working conditions of employees. √√
 - Union gets involved in the joint decision making with management. √√
 - Protects employees from unfair dismissal, retrenchments etc. √√
 - Serves as a monitor for the implementation of Legislations. √√
 - Act on behalf of members in dispute resolution. √√
 - Any relevant answer.

5 x 2 = (10)

4.2 Quality gap

- Production describes quality by hand of pre-determined standards, based on what clients expects of a product. √√
- A client evaluates a product according to what they expect of a product. √√
- The difference between the expectations of quality of the client and the quality perceived by the client = quality gap. √√
- It is the task of the production manager to eliminate the quality gap. √√

3 x 2 = (6)

4.3.1 Employee's contract consists of the following:

- Job description. √√
- Remuneration: salaries, overtime and bonuses √√
- Benefits: pension, housing, medical aid. √√
- Annual leave, illness, maternity and study leave. √√
- Protection of the employer within the working environment. √√
- Term of Contract: duration, pension benefits/age, resignation period. √√
- Safety rules: important aspects of physical safety in die workplace. √
- Disciplinary rules: procedures. √√
- Implementation of agreements between the employee and trade unions.. √√
- Any relevant answer.

6 x 2 = (12)

4.3.2 Duties of employees with a contract:

They must:

- Offer their services for the duration of the contract period. √√
- Perform their duties professionally. √√
- Promote the business of the employer. √√
- Respect the employer. √√
- Avoid any misbehaviour that can lead to the annulment of the contract. √√
- Sign the contract. √√
- any relevant answer

5 x 2 = (10)

4.4 Three forms of labour relations:

1. Confrontational.√√
 - physical and emotional like when workers lay down tools. √√
 - to convey their grievances. √√
2. Political √√
 - when trade unions enters in serior debates with organized employees about √√
 - the most suitable labour laws. √√
3. Orderly and uplifting√√
 - stable and continuous activities at many work places where problems must be solved in the workplace. √√
 - through continuous contact, informal discussions and formal discussions. √√

Mark allocation: Identification 2 marks
Facts 2 marks

4.5 Compound interest calculation and interest received over the term.

Jaar 1	R 1 500 000.00	R 1 620 000.00 ✓✓
Jaar 2	R 1 620 000.00	R 1 749 600.00 ✓✓
Jaar 3	R 1 749 600.00	R 1 889 568.00 ✓✓
Jaar 4	R 1 889 568.00	R 2 040 733.44 ✓✓
Jaar 5	R 2 040 933.44	R 2 203 992.12 ✓✓

R 2 203 992.12 ✓✓✓✓

Full amount of interest: R 2 203 992.12 – R 1 500 000

= R 703 992.12 ✓✓✓✓

Mark allocation = allocation ✓✓

= end total ✓✓✓✓

= total interest received ✓✓✓✓

- ✓ If a learner only gives correct answer without showing calculations allocate only 4 marks.
- ✓ Where a learners only shows the calculations without calculating end interests allocate a maximum of (6) marks.

(10)

SECTION C (ANSWER ANY TWO (2) QUESTIONS)

QUESTION 5

Analyse the nature and process of corporate social investment (CSI). Illustrate how it works and discuss the benefits and problems of CSI for both business and communities. Use current examples to illustrate your answer.

5.1 Introduction

- CSI refers to the contribution of the business to uplift or develop and solve problems of the community. ✓
- The business deems it fit to invest some of its funds in community projects ✓
- These businesses assist the state in solving community problems. ✓
- The community in return buys products of these businesses. ✓ Any 3x1=3

5.2 Social Responsibility Programmes (nature)

- HIV/AIDS awareness ✓-by sponsoring NGO's ✓
- Education and training ✓-by giving learners bursaries ✓
- Conservation of environs and pollution ✓-Sponsoring projects ✓
- Poverty alleviation ✓-by creating jobs ✓
- Pensioners and orphans ✓-by sponsoring housing projects ✓
- Women empowerment ✓-by sponsoring conferences ✓
- Rural development ✓-by forming partnerships ✓ Any 2x3=6

5.3 Characteristics of CSI (process)

- CSI is mainly implemented by big businesses ✓✓
- CSI is enforced by legislation ✓✓
- CSI is seen as political expectation ✓✓
- CSI is seen as part of business operation ✓✓
- Businesses choose programmes for the communities ✓✓
- Businesses support communities with their product ✓✓
- Partnerships are formed with the state and nonprofit organizations. ✓✓
- In South Africa BBE companies play vital role in CSI. ✓✓ Any 2x4=8

5.4 How it works:

- Companies identify a particular need in the society and fund the project e.g building a Hall ✓✓
- Ethics has a decisive influence in the business. management and workers play an important role. ✓✓
- Government legislation encourages companies to engage in CSI ✓✓
- Competitors force companies to be engaged in CSI ✓✓

Any 3X2=6

5.5 Benefits of CSI for the business and the community:

5.5.1 Benefits for the business

- Improved health for workers√√
- Reduction in costs√√
- Attraction of productive workers lead to increased productivity√√
- Community support lead to profitability. √√
- Enjoys goodwill√√
- Improves image of business√√
- Any relevant benefit for the business√√

Any 3x2=6

5.5.2 Benefits for the community

- The community provides labour, customers and suppliers the business√√
- Provision of bursaries√√
- Improves welfare of society√√
- Uplifts standard of living√√
- Business gives back to community in the form of money, products, services etc√√
- Improves health for the community. √√

Any 3x2=6

N.B. Benefits of CSI for both business and community (Max 12)

5.6 Problems of CSI for the business and community:

5.6.1 Problems of CSI for the business

- The community may not support the company by not buying product√√
- Difficulty in adhering to CSI legislation√√
- Small and medium companies find it difficult to implement CSI programmes√√
- Distribution of scarce CSI resources to community members is a problem. √√

Any 3x2=6

5.6.2 Problems of CSI for the community:

- The benefits may not filter to the intended persons. √√
- Insufficient provisioning that does not satisfy all community needs. √√
- May be rejected by the community. √√

Any 3x2=6

N.B. Problems of CSI for both business and community. (Max 12)

5.7 Conclusion

- Many communities have benefited from CSI√
- Companies in South Africa have uplifted the standard of living of many poor communities. √

(2)

Subtotal 49: Max 32

Breakdown of Mark Allocation:

Details	Maximum	Subtotal	Total
Introduction		3	
Social responsibility (nature)	6		
Features CSI	8		
How it works	6		Max
Benefits	12	44	32
Conclusion		2	
LASO:			
Layout structure			2
Analysis and interpretation			2
Synthesis/Relevance			2
Originality, examples ,recent information			2
TOTAL MARKS			40

QUESTION 6

With acknowledgement of the above scenario discuss the different factors that will influence the choice of a form of ownership. Identify and motivate the form of ownership that Phumsile should choose, taking into consideration the factors of success that will benefit her business.

6.1 Introduction

- 6.1.1 Phumsile must choose a suitable form of business which will promote the success of her business. ✓✓
- 6.1.2 She must mainly decide between a sole trader, Close Corporation (CC) and a Private company. ✓

Contents

6.2 Factors to be considered

6.2.1 The size of the business: ✓✓

- she 's got enough money ✓
- to be a sole trader, close corporation, or private company✓ because all of them need 1 owner✓

6.2.2 The nature of the product and service✓✓:

- because she wants to be part of the building industry which needs a lot of capital✓,
- she can think of bringing in more people with capital✓

6.2.3 Legal liability and taxation: ✓✓

- CC and companies have their own legal personality ✓
- while sole traders and partnership do not have legal personality. ✓
- Companies and CC are therefore liable for payment of tax and not the owners. ✓
- Companies and CC 's owners have limited liability for the debts of the business and cannot loose their personal belongings✓

6.2.4 Establishment procedures✓✓

- In the case of partnerships and sole traders✓
- a relatively simple establishment procedures is followed✓
- Companies require a complicated establishment procedure with many documents that need to be completed/ prepared✓

6.3 SUGGESTION/PROPOSAL/RECOMMENDATION

6.2.5 Control ✓✓

- Some owners, like Phumzile want to be part of decision making. If a person wants full control✓✓
- a sole trader will be proposed✓

- A variety of skill will be required to run a business and because it is Phumzile 's first business. ✓
- she can take in more co owners to help her with decisions ✓
- on the other hand, she can hire specialists to help her✓

6.2.6 Capital ✓✓

- She got enough money✓
- but the building industry might need more capital✓
- Therefore she can think of a CC or a private company✓✓
- or she can borrow some capital✓

6.3 Conclusion

- She does not want to loose her personal belongings, therefore a sole trader is not an option✓✓
- She has enough money, but cannot start a sole trader, therefore a CC or company✓✓
- She wants to be part of decision making, therefore not a public company✓✓but I will propose a CC or a private limited company✓✓

Breakdown of mark allocation:

Details	Maximum	Subtotal	Total
Introduction		3	
Factors to consider • Factors to be considered • Suggestions/proposal/recommendation	$4 \times 4 + 1 = (17)$ $3 \times 2 = 6$	27	32
Conclusion/ recommendations	1×2	2	
Insight:			
Layout Structure			2
Analysis and Interpretation			2
Synthesis			2
Originality, Examples, recency of information, current trends and examples			2
Total marks			40

QUESTION 7

Business enterprises agree that Ethical and Professional behaviour are important aspects of the business environment.

Describe the concept of ethical behaviour and use practical examples to explain the various issues relating to ethical and professional behaviour.

Comment on its application in the workplace.

[40]

QUESTION 7

Business enterprise agree that Ethical and Professional behaviour are important aspects of the business environment

Describe the concept of ethical behaviour and use practical examples to explain the various issues relating to ethical and professional behaviour. Comment on the application of each issue in the workplace.

7.1 Introduction

- Business enterprises realize that they cannot exist in isolation but interact with various environments. ✓
- Many institutions in South Africa have their own code of conduct and a commitment to ethical and professional behaviour. ✓
- Code of practice has been developed to ensure that these issues are being addressed. ✓

Max (3)

Body

7.2 Description of ethical and professional behavioral concepts.

7.2.1 Ethics✓

- Ethics refers to a set of values that are morally acceptable in society which define right, good and fair actions. ✓✓
- Business ethics refers to rules and principles which influence the best business practice. ✓✓
- Businesses develop their own code of ethics for best practice. ✓✓

Max (4)

7.2.2 Professional behaviour✓

- This is a set of standards of expected practices e.g treating people with respect. ✓✓
- Specific occupational practices have developed their own code of professionalism. ✓✓

max (4)

7.3 Practical examples to explain the various issues

7.3.1 Sexual harassment✓

- Sexual harassment is a basic violation of human rights which usually happens when someone who is in power over another and abuses his/her position. ✓
- This is any sexual advance, gesture or remark that causes a person to feel intimidated and threatened. ✓✓
- Sexual harassment occurs when a superior implies the granting of promotion or a raise in salary in return for sexual favour from the subordinate. ✓✓
- The effected party is usually afraid to report it because of victimization. ✓✓

Comment:

- Increase in the number of sexual violations and the courts are addressing these issues. ✓✓

Max (4)

7.3.2 Unfair advertising ✓

- The Advertising Standards Authority (ASA) regulates advertising and protects the interests of the public. ✓✓
- Advertisements must be honest and must not abuse consumer's trust or lack of knowledge. ✓✓
- Some businesses make use of misleading advertising to consumers that they can get more value for their money by supporting their products. ✓✓
- Consumers are encouraged to lodge written complaints to ASA regarding unethical advertising practices. ✓✓
- Examples of unethical practice: advertising second hand goods as new, ✓✓

Comment:

- The ASA is the watchdog and several advertisements have been withdrawn. √√ max (4)

7.3.3 Taxation √

- The South African Revenue Services oversee the collection of tax. √√
- The government needs revenue from taxation to provide essential services such as housing, education, infrastructure development and medical care, etc √√
- Professional behaviour for business in this regard would be for business not to evade tax by falsifying financial records. √√
- with a fine or even imprisonment. √√
- Company Tax, VAT and personal income tax are some of the main sources of income for the government. √√

Comment:

- Recently tax collection in South Africa has exceeded budget expectations. √
- This has been streamlined with the introduction of the SAP. √

Max (4)

7.3.4 Pricing of goods in the rural areas. √

- Pricing of goods in these areas are generally based on the personal characteristics of the consumers √√
- It is good business practice and professional behaviour to have the same price for goods in urban and rural areas. √√
- Big businesses are reluctant to open outlets in rural areas because of poor return on their investment. √√
- It is common practice for people in the rural areas to pay higher prices for goods which in most cases are of inferior quality √√

Comment

- Government is focusing on infrastructure development in rural areas √
- This includes shopping centres. √

Max (4)

7.3.5 Unauthorised use of money/funds √

- People who are entrusted with the collection of large amounts of money have misappropriated money for personal gains. √√
- Fraud in the theft, misuse of money that belongs to the employer √√

- Fraud increases the cost of doing business, affects competition and discourages investors by adjusting prices upwards to absorb the losses. ✓✓
- Business must conduct education work amongst employees about the impact of fraud and understand that fraud prevention is a collective responsibility. ✓✓
- Systems must be in place to reduce fraud by, for example; internal audit risk management. ✓✓

Comment:

- Fraud cases have been highlighted in the media ✓
- Several cases have been heard in court regarding fraud. ✓

Max (4)

7.3.6 Abuse of working time✓

- The business must have a policy in place for employees on the abuse of work time e.g; making personal calls, sending personal e-mails and browsing through the website unrelated to their work duties during the work time. ✓✓
- Many businesses are faced with the dilemma where employees are using working time for their personal activities ✓✓.
- Business must implement time monitoring systems and time recording procedures. ✓✓
- There should be some flexibility when dealing with workers who are conscientious, working long hours, and missing official work breaks when there is an urgent work to be done. ✓✓

Comment

- Many of these issues have been addressed through grievance procedure. ✓

Max (4)

7.4 Conclusion

- Policies and legislation which have been implemented must continually be monitored and improved to lead to a successful business. ✓
- Profitability is regularly affected by each of the above issues. ✓

(2)

Details	Maximum	Subtotal	Total
Introduction		3	
Factors to consider • Description of concepts • Concepts in the workplace Comments of the application of concepts in the workplace	$2 \times 4 = 8$ $4 \times 4 = 16$ 4×2	8 16 8	32
Conclusion/recommendations	1×2	2	
Insight:			
Layout Structure			2
Analysis and Interpretation			2
Synthesis			2
Originality, Examples, recency of information, current trends and examples			2
Total marks			40

QUESTION 8

Discuss the history of trade unions in South Africa.

Introduction

- A trade union is an association of employees whose main purpose is to regulate relations between the employees and the employer, including any employer's organization. ✓✓
- An employee organization with the purpose of regulating employer and employee relations through collective bargaining. ✓✓
- Collective bargaining is a process where employer and employee organizations and trade unions negotiate with each other to achieve an agreement regarding conflicting needs, interests and goals. ✓✓

8.1

8.1.1 The roles and functions of trade unions

- Improve working conditions and terms of employment ✓✓
- To take part in the decision making processes ✓✓
- Ensure that workers are treated fairly in the workplace ✓✓
- Strive to ensure that workers get a fair share of wealth generated by the business ✓✓
- To improve social security ✓✓
- Achieve greater control over the management of employment relationships. ✓✓
- Take part in collective bargaining processes ✓✓
- Protect the rights of employees in the work place ✓✓
- Negotiate equitable wages and benefits ✓✓
- Support gender equality ✓✓
- Provide and restructure medical aids ✓✓
- Access pension and provident funds ✓✓
- Any other relevant answer.

8.1.2 Trade union goals, strategies and actions

The main goal of trade unions is to improve the wages and working conditions. In order to achieve this, trade unions engage in collective bargaining with the employer on regular basis on the following issues:

- Minimum wages ✓✓
- Payment of overtime ✓✓
- Working hours ✓✓
- Paid leave and maternity leave ✓✓
- Shift and transport allowance. ✓✓

- Trade unions also use their political muscle, persuade the government to legislate for certain improved conditions of service√√
- Trade unions often consults management with regard to workplace changes or organizational plans √√
- Increase membership means more revenue. √√

8.2 Legislation regarding worker's right

The legislation include a Bill of Rights that binds private persons and the state and addresses various issues. The different sections of the constitution make provisions for:

- Labour rights (fundamental) including the right to fair labour practice. √√
- the right of workers to form and join trade unions√√
- The right to engage in collective bargaining and the right to strike. √√
- The right to equality√√
- The right to privacy√√
- The right to freedom of expression√√
- The right to religion, belief and opinion. √√

These values are written in the constitution:

- Human dignity√√
- The achievement of equality√√
- Non-racism√√
- Non-sexism√√
- Rule of law√√
- The advancement of human rights and freedom. √√

Conclusion

- It is paramount important that employees and the employer work together to built the economy and to sustain employment in the country. √√

Details	Maximum	Subtotal	Total
Introduction		3	
Factors to consider • Functions of trade unions • Other factors	27	32	32
Conclusion/recommendations	1 x 2	2	
Insight:			
Layout Structure			2
Analysis and Interpretation			2
Synthesis			2
Originality, Examples, recency of information, current trends and examples			2
Total marks			40