



NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY
FACULTY OF COMMERCE, HUMAN SCIENCES, AND EDUCATION
DEPARTMENT OF GOVERNANCE AND MANAGEMENT SCIENCES

QUALIFICATION: BACHELOR OF EMPLOYMENT AND LABOUR RELATIONS DEGREE	
QUALIFICATION CODE: 08BERLH	LEVEL: 8
COURSE CODE: LEC812S	COURSE NAME: LABOUR ECONOMICS
SESSION: November 2024	PAPER: THEORY
DURATION: 3 HOURS	MARKS: 100

SECOND OPPORTUNITY EXAMINATION QUESTION PAPER	
EXAMINER	Ms Martha Namutuwa
MODERATOR:	Mr. Elias Amunyela

INSTRUCTIONS
1. Answer ALL the questions. 2. Write clearly and neatly. 3. Number the answers clearly.

THIS EXAMINATION QUESTION PAPER CONSISTS OF 4 PAGES INCLUDING THE COVER PAGE.

READ THE QUESTIONS BELOW CAREFULLY AND ANSWER THEM ALL.

SECTION A

40 Marks

- 1.1 Explain the objectives of the Namibia Labour Force Survey which is conducted by the Namibia Statics Agency (NSA) after every three years? **10 Marks**
- 1.2 Discuss the why productivity and labour should be considered together? **10 Marks**
- 1.3 Discuss factors that can determine the supply and demand for labour in the Namibian labour market **10 Marks**
- 1.4 Discuss the three different types of unions and provide an example of each type? **10 Marks**

Read the article below and answer the questions that follow.

The rise of 'militant' unions in Namibia

As Namibia joins the rest of the world in celebrating Workers' Day tomorrow, most unionists in the country feel the financial situation is tough for many workers. Workers' Day, celebrated every first day of May worldwide, coincides with the rise of radical unions. Among them are the National Union of Retail Industry Workers of Namibia, fronted by businessman-cum-activist Michael Amushelelo, as well as the Namibia Media Professionals Union (Nampu) fronted by Jemima Beukes, and the Affirmative Repositioning-affiliated Revolutionary Union.

"However, thanks to the introduction of the National Union of Retail Industry Workers of Namibia, as well as the Namibia Security Workers Union of which I am the president, workers are regaining their faith and trust in unions once more," he says. Amushelelo says a big challenge for unions is the weaponisation of the courts to grant interdicts to companies to prevent unions from representing workers. "Thus far, we have been interdicted from Namib Mills Pty Ltd and Namica Supermarket CC, where we have members who need our representation due to the exploitation of workers. The high unemployment rate we have in our country also makes it difficult for workers to exercise sit-ins as a tool for industrial action, because they are just immediately dismissed and replaced with the next unemployed individual," he says. Amushelelo says strikes were the greatest defence against exploitation, however, a Supreme Court ruling, which now allows companies to make use of casual workers while employees are striking, makes it difficult for workers to force companies to negotiate with them.

'NON-EXISTENT MINISTRY'

He says another factor is the "non-existent Ministry of Labour, Industrial Relations and Employment Creation", which he says is supposed to enforce and protect the interests of workers. Amushelelo says the government considers investors' interests before those of workers.

"If you are not happy with the salary, the attitude is 'go home, there are over 1,6 million Namibians who are unemployed and will be very happy to earn these peanuts you don't want to'. The problem is that companies have gotten used to dealing with sellout unions that are paid bribes to not defend and protect the interests of workers," he says. "Now that they are dealing with militant and radical unions, confrontation becomes the order of the day to force them to the negotiation table. "Plus, most companies, once they see it is the militant and radical unions, refuse us entry to their premises, and, unfortunately, we are forced to take action to show them we are not these useless Mickey Mouse unions they are used to dealing with," Amushelelo says. Adopted from the Namibian newspaper, 30 April 2024 by Eino Vatileni

2.1 Reflecting at the above Namibian article, discuss the negative and positive impact of the unions on flexibility and productivity in the labour market **20 Marks**

2.2 With reference to the article what would be the expected role of the “Non-existence Ministry” referred in ensuring fair condition of employment in case there is no collective bargaining intervention. **10 Marks**

2.3 Discuss the reasons for studying labour economics and what critical information does it provides. **10 Marks**

2.4 Explain the factors that cause wage differences among employees in the labour Market **20 Marks**

[TOTAL MARKS 100]