



**THE UNIVERSITY OF THE WEST INDIES
FIVE ISLANDS CAMPUS**

Semester II

Examinations of APRIL/MAY 2023

Course Code: MGMT3018

Course Title: INDUSTRIAL RELATIONS

Date of Assessment: MAY 11, 2023

Time: 1:00 PM

Duration: TWO (2) HOURS

INSTRUCTIONS TO CANDIDATES:

This paper has 2 pages and 10 questions.

YOU ARE REQUIRED TO ANSWER 10 QUESTIONS.

THIS ASSESSMENT IS WORTH 60 % OF YOUR FINAL GRADE.

ASSESSMENT DETAILS FROM INSTRUCTOR(S):

Respond to each of the following questions based on your knowledge of Industrial Relations Law.

1. Examine the concepts of Tripartism and Social Dialogue. [2 marks]
2. What is a Collective Bargaining Agreement (CBA) and how does an Employee become party to a CBA? [2 marks]
3. In what circumstances can a Worker “opt out” of a CBA which he/she is party to?
[2 marks]
4. What is the Decent Work Agenda and why is it important to Industrial Relations practitioners in Antigua and Barbuda? [2 marks]
5. Utilizing the Theories of Industrial Relations, explain the shift in dominance (of theories) throughout the movie “Garment Jungle”. [5 marks]
6. Explain to a Young Worker the recommended steps to take to address the uncomfortable sexual advances towards her by her Junior Supervisor. [5 marks]
7. List with justification five (5) examples of workplaces in Antigua and Barbuda in which an industrial dispute would classify as a Major Trade Dispute. [5 marks]
8. What significance does the Moyone Commission have to Industrial Relations in Caribbean society today? [5 marks]
9. Mention the historical significance of the Trade Union Movement in Antigua and Barbuda including examples of three (3) major players representing General Workers, two (2) representing Employers and three (3) representing Special Categories of Workers. [8 marks]
10. Craft a letter of dismissal to a worker whom you are convinced is guilty of an offence (for example theft) under section C59 (1) of the Labour Code. [8 marks]

END OF QUESTION PAPER