GAUTENG PROVINCE
EDUCATION
REPUBLIC OF SOUTH AFRICA

PROVINCIAL EXAMINATION

NOVEMBER 2021

GRADE 10

ECONOMICS (PAPER 2)

MARKING GUIDELINES

EXEMPLAR

22 pages

SECTION A (COMPULSORY)

QUESTION 1: MULTIPLE CHOICE QUESTIONS

1.1 1.1.1 C – Advertisements ✓✓

1.1.2 A – Equilibrium price ✓✓

1.1.3 D – Opportunity costs ✓✓

1.1.4 A – Taxation ✓✓

1.1.5 B – Unemployment rate ✓✓

1.1.6 D – Mechanisation ✓✓

1.1.7 C – Labour Relations Act ✓✓

1.1.8 A – SEDA ✓✓

(8 x 2) (16)

1.2 **MATCHING COLUMNS**

1.2.1 D ✓ The effectiveness of a product to satisfy needs

1.2.2 F ✓ They have similar products, but differ due to location or advertising

1.2.3 G ✓ All the resources of the economy are used at maximum capacity

1.2.4 E ✓ Where tax is calculated as a percentage of the product

1.2.5 I ✓ When people are looking for a new job

1.2.6 A ✓ A system for the protection of people who worked and have been retrenched

1.2.7 H ✓ The hearing and decision of a dispute by a neutral person

1.2.8 C ✓ Employees get an opportunity to get involved in management decisions

(8 x 1) (8)

EXEMPLAR

1.3 **IDENTIFY THE TERM**

1.3.1 Utility ✓

1.3.2 Production possibility curve ✓

1.3.3 Private cost ✓

1.3.4 Marginalised groups ✓

1.3.5 Labour intensive production ✓

1.3.6 Black Economic Empowerment ✓ (6 x 1) (6)

TOTAL SECTION A: 30

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SECTION B

Answer any TWO of the three questions from this section in your ANSWER BOOK.

QUESTION 2: MICROECONOMICS 40 MARKS – 30 MINUTES

2.1 **Answer the following questions.**

2.1.1 **List any TWO factors affecting supply.**

- Change in industry size ✓
- Change in production techniques ✓
- The cost of production ✓
- Competing goods ✓
- Government policy ✓
- Natural factors like floods and droughts ✓

(Accept any other correct relevant response.) (2 x 1) (2)

2.1.2 **Why is it impossible for a single seller to influence the price of a product in a perfect market?**

- In a perfect market there are many sellers and no individual seller can affect the price. ✓✓
- Prices in a perfect market are determined by the market forces of demand and supply, therefore the sellers are price takers. ✓✓
- There is perfect information in a perfect market, as a result buyers will buy products from other sellers should one seller increase his/her prices. ✓✓
- A single seller will lose profit should he sell the products at a price which is lower than the market price. ✓✓

(Accept any other correct relevant response.) (1 x 2) (2)

2.2 **Study the graph below and answer the questions that follow.**

2.2.1 **Identify the equilibrium point on the graph.**

- Price: R200 and Quantity: 300 units ✓ (1)

2.2.2 **What is the relationship between price and quantity for the supply curve?**

- The higher the price, the higher the supply and vice versa. ✓ (1)

2.2.3 **How will technological advances affect supply?**

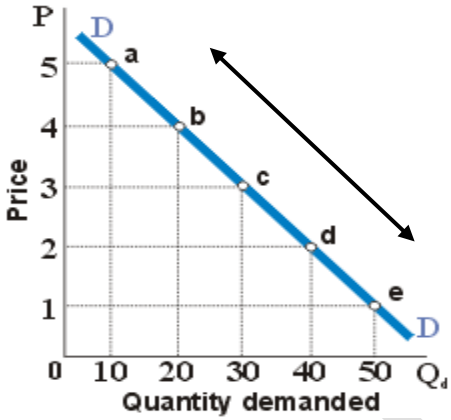
- Technological advances will cause supply to increase because producers can produce more in a shorter amount of time. ✓✓ (2)

EXEMPLAR

2.2.4 **State the law of demand.**

- The lower the price, the higher the quantity demanded will be and vice versa. ✓✓ (2)

2.2.5 **Using a graph, show how a change in price will affect the demand curve.**



Correct slope of the DD = 1 mark

Indication of movement along the demand curve = 1 mark

Max. 2 marks

- Change in price illustrates a movement along the demand curve (DD). ✓✓
- Point a to **e** illustrates the quantity demanded which changes as the price of the product changes. ✓✓

(Any other relevant response.)

Graph = 2 marks
Explanation (1 x 2) (4)

2.3 **Study the extract below and answer the questions that follow.**

2.3.1 **Identify the government official who is responsible for implementing the minimum wage.**

- Thulas Nxesi, Employment and Labour Minister ✓ (1)

2.3.2 **Name ONE of the labour unions in South Africa.**

- NUMSA ✓
- CWU ✓
- DENOSA ✓
- SAFPU ✓
- PAWUSA ✓
- SACCAWU ✓
- F.A.W.U ✓

(Accept any other relevant response.) (1)

EXEMPLAR

2.3.3 **Explain what a minimum wage is.**

- Minimum amount of money to be paid to a worker for a day's work. ✓✓

(Accept any other relevant response.) (2)

2.3.4 **How will the new minimum wage affect the supply of labour?**

- The increase in minimum wage will encourage more citizens to work, as they can now earn more money. ✓✓
- More people will want to work, and this will create an oversupply of labour. ✓✓

(Accept any other relevant response.) (2)

2.3.5 **Why would the government introduce a minimum wage?**

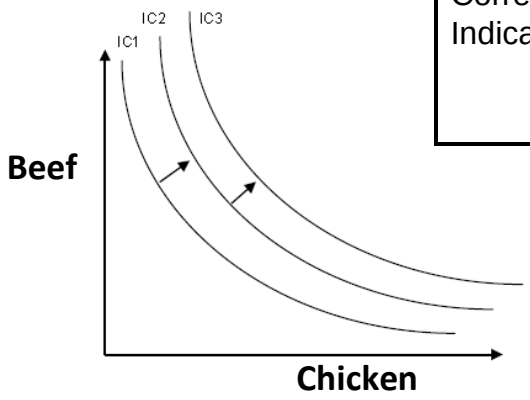
- To improve the standard of living of certain workers such as farm workers, domestic workers etc. ✓✓
- To address the problem of income inequality in the country. ✓✓
- To prevent exploitation of workers by their employees. ✓✓
- To ensure that workers are able to provide for the basic needs of their households. ✓✓

(Accept other relevant and correct responses.) (4)

EXEMPLAR

2.4 **With the aid of a graph, discuss consumers' indifference curves for beef and chicken.**

Correct slope of the IC	= 2 marks
Indication of movement of the IC	= 2 marks
	Max. 4 marks



Characteristics of indifference curves

Always downward sloping/negatively sloping – When the quantity of one product increases the other must decrease, as the curve represents all the combinations that give the same utility. The gradient of the slope shows the marginal rate of satisfaction. ✓✓

Higher indifference curves are preferred – There are many different combinations of the consumer's choice between the two products. The further away the curve is from the origin of the graph, the greater the satisfaction gained. ✓✓

They bend inwards (convex) – The slope of an indifference curve represents the marginal rate of substitution (MRS). This is the rate at which the consumer trades off one product (of which they have a greater quantity) for the other product (of which they have a smaller supply). ✓✓

Do not cross or touch – As all points on the curve represent the same utility, and all combinations of two goods on a particular curve will yield the same satisfaction to the consumer, this means all points will always give the same satisfaction. It is therefore impossible for the consumer to be indifferent. ✓✓

Differently shaped curves from consumer to consumer – An indifference curve only reflects the preferences and utility gained by the individual consumer. ✓✓

Max. 4 for the graph
Max. 4 for discussion
Max 2. for listing of facts without discussion
(2 x 4) (8)

EXEMPLAR

2.5 **Why is it not advisable for an individual seller in a perfect market to charge a price which is above or below the market price?**

- In a perfect market an individual seller is a price taker who accepts the prevailing market price. ✓✓
- Prices are influenced by the market forces of demand and supply not by individual sellers. ✓✓
- If the individual seller charges a price higher than the market price, all the buyers will obtain the product elsewhere. ✓✓
- If the individual seller charges a lower price than the market price, he/she will either make a small profit or a loss. ✓✓

(Accept any other correct relevant response.) (4 x 2) (8)

[40]

QUESTION 3: CONTEMPORARY ECONOMIC ISSUES 40 MARKS – 30 MINUTES

3.1 **Answer the following questions.**

3.1.1 **Name TWO functions of trade unions.**

- Represent members in negotiations. ✓
- Promote the general interests of their members. ✓
- Manage the affairs of the union in terms of the requirements of the act. ✓
- Helps to settle members' grievances. ✓
- Promote members' training and education. ✓
- Protect members' job security. ✓ (2 x 1) (2)

3.1.2 **Briefly describe the term *economically marginalised groups*.**

- Economically marginalised groups are those who find it difficult or impossible to participate in economic decisions and activities. ✓✓

(1 x 2) (2)

3.2 **Study the graph below and answer the questions that follow.**

3.2.1 **By how many percentage points did the unemployment rate decrease from Q1 : 2020 to Q2 : 2020?**

- 6,8% ✓ (1)

3.2.2 **Which institution is responsible for publishing the above information?**

- STATS SA ✓ (1)

EXEMPLAR

3.2.3 **List TWO causes of unemployment.**

- Lack of information ✓
- Lack of education ✓
- Legacy of apartheid ✓
- Inadequate skills ✓
- Occupational immobilities ✓
- Geographical immobilities ✓
- Technological change ✓
- Structural change ✓
- Recession ✓
- Slow economic growth ✓

(Accept any other relevant correct response.) (2)

3.2.4 **How do public works programmes help in reducing the rate of unemployment in the country?**

- Jobs are created in the construction sector. ✓✓
- Jobs are created for short term employment and people gain skills through these programmes. ✓✓
- They can use these skills later to join the formal sector or start their own small businesses and apply the newly accquired skills. ✓✓

(Accept any other correct relevant response.) (2)

3.2.5 **How can a long-term unemployment rate affect the economy?**

- If people are unemployed, it implies that output that could have been produced, is lost. ✓✓
- The government does not benefit from income taxes and other potential taxes such as VAT, if production does not take place. ✓✓
- The country is not using all its resources and not producing at the maximum output. ✓✓
- Such a country produces inside its production possibility curve. ✓✓
- The governments' real costs are higher because of unemployment insurance payments, health and other social costs, such as fighting crime. ✓✓

(Accept any other relevant correct response.) (2 x 2) (4)

EXEMPLAR

3.3 **Study the extract below and answer the questions that follow.**

3.3.1 **What does the abbreviation DTIC stand for?**

- Department of Trade, Industry and Competition ✓ (1)

3.3.2 **How many workers of Coca-Cola Beverages South Africa will be provided with an ownership stake in the company?**

- Nearly 8000 workers ✓ (1)

3.3.3 **Identify ONE other area on which the government focuses to address the inequalities of the past.**

- Education ✓✓
- Training ✓✓
- Employment ✓✓
- Land ✓✓
- Natural resources ✓✓
- Capital ✓✓
- Entrepreneurship ✓

(Any ONE) (2)

3.3.4 **Briefly explain the term *capital* that is needed by entrepreneurs to acquire businesses.**

- Capital is the money needed by entrepreneurs to buy or invest in businesses. If entrepreneurs cannot access funds, they will not be able to buy or invest in business opportunities. ✓✓ (2)

3.3.5 **Briefly explain the success of the Broad-Based Black Economic Empowerment Act.**

- BBEE has been successful in helping people from previously disadvantaged backgrounds in obtaining work and training. ✓✓
- BBEE has increased the number of black managers, directors and owners of businesses in South Africa. ✓✓

(Accept any other relevant response.) (2 x 2) (4)

EXEMPLAR

3.4 **Discuss FOUR factors that determine the demand for labour.**

- Performance of the economy – If the economy grows, more goods and services are produced by labour and then sold, and more people are employed. ✓✓
- Productivity of labour – The relationship between real output and the quantity of input used to produce that output. Productivity is a measure of efficiency.✓✓
- Improvements in technology – Technology extends human ability, and it advances the marginal product of labour. ✓✓
- The supply of other factors – If capital, land, proper education and entrepreneurship are not available, workers will not find employment. ✓✓

(2 x 4) (8)

3.5 **Evaluate the impact of unemployment on individuals.**

- Unemployment causes the standard of living to fall. ✓✓
- It is the main cause of poverty and income inequality in South Africa. ✓✓
- When people are unemployed, they are more likely to suffer from poor physical and mental health. ✓✓
- Unemployment affects the dignity and pride of individuals negatively.
- The individual's capital will reduce. ✓✓
- They lose work skills and are not being trained in the latest developments in their occupation. ✓✓
- Loss of confidence reduces the chances of finding employment again. ✓✓
- It can lead to social and family pressure such as criminal activities, break-up of families and domestic violence. ✓✓
- High unemployment can encourage xenophobia and protectionism as workers fear that foreigners are stealing their jobs. ✓✓

(Accept any other correct relevant response.) (2 x 4) (8)

[40]

EXEMPLAR

QUESTION 4: MICROECONOMICS AND CONTEMPORARY ECONOMIC ISSUES
40 MARKS – 30 MINUTES

4.1 **Answer the following questions.**

4.1.1 **Name TWO kinds of inefficiencies related to the production possibility curve.**

- Productive inefficiencies ✓
- Allocative inefficiencies ✓ (2 x 1) (2)

4.1.2 **Why does the government charge excise duties?**

- To raise revenue for the state. ✓✓
- To reduce consumption by influencing consumer behaviour/to reduce or discourage consumption of harmful products such as cigarettes, alcohol etc.

(Any ONE) (1 x 2) (2)

4.2 **Study the information below and answer the questions that follow.**

4.2.1 **Which toasted sandwich gives the greatest satisfaction?**

- The 1st toasted sandwich ✓ (1)

4.2.2 **What happens to marginal utility when the 6th toasted sandwich is consumed?**

- Marginal utility falls below zero, the 6th toasted sandwich will give negative utility/disutility. ✓ (1)

4.2.3 **Using the information provided, calculate the total utility of the 3rd toasted sandwich (A).**

- 120 + 25 = 145 ✓✓ (2)

4.2.4 **Briefly describe the term *marginal utility.***

- Marginal utility is the amount of additional utility gained by consuming one more unit of the product. ✓✓ (2)

4.2.5 **Explain any TWO characteristics of utility.**

- Utility varies from person to person. ✓✓
- Utility does not mean usefulness. ✓✓
- Utility changes from time to time.

(Accept any correct and relevant responses.) (2 x 2) (4)

EXEMPLAR

4.3 **Study the image below and answer the questions that follow.**

4.3.1 **What does the abbreviation CCMA stand for?**

- Commission for Conciliation, Mediation and Arbitration ✓ (1)

4.3.2 **State ONE reason why you will seek the help of the CCMA.**

- Unfair dismissal ✓
- Unfair treatment in the workplace

(Accept any other relevant response.) (1)

4.3.3 **Briefly describe the term *bargaining council*.**

- It is the organisation which facilitates the negotiation process between unified employees (typical trade unions) and employers on matters such as working conditions and wages. ✓✓ (2)

4.3.4 **Why does the Labour Appeal Court have greater powers than the Labour Court?**

- It can hear appeals against Labour Court decisions. ✓✓
- It can make final decisions which are legal and binding. ✓✓
- It can deal directly with matters normally dealt with by Labour Court. ✓✓ (2)

4.3.5 **Distinguish between *mediation* and *conciliation* as part of the dispute resolution process.**

Mediation	Conciliation
• Involves the services of an acceptable, impartial and a neutral third party to assist the parties in dealing with their dispute and where possible to reach an agreement. The mediator (conciliator) has no authority and does not make a decision. All decision-making powers with regard to the dispute remain within the parties. ✓✓ (Accept any other relative response.)	• This is a voluntary process both in its initiation and in its continuation e.g. the Act provides for conciliation between employer and employee in respect of dismissal. A conciliation will be appointed by the CCMA or it can be agreed upon privately between the parties. ✓✓ (Accept any other relevant response.)

(2 x 2) (4)

EXEMPLAR

4.4 **South Africa's labour legislation corresponds with international laws. Explain FOUR labour rights.**

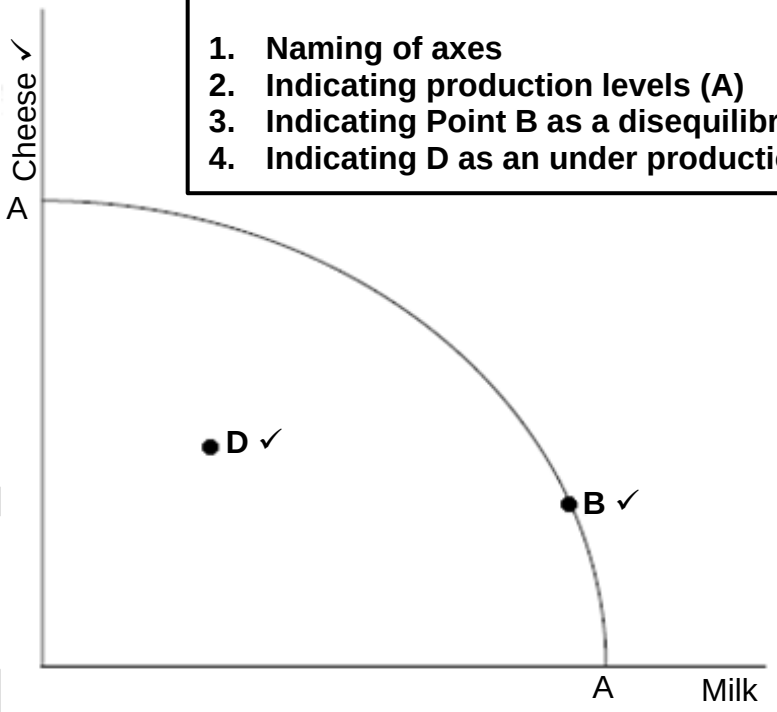
- The right to dignified working conditions ✓✓
- The right to work that is freely chosen or accepted ✓✓
- The right to adequate remuneration ✓✓
- The right to limited workday/working hours and remuneration for periods of rest ✓✓
- The right to equal pay for work of equal value ✓✓
- The right to equal treatment ✓✓
- The right to safe and hygienic working conditions ✓✓

(Explanations done in own words for four of the rights.) (2 x 4) (8)

4.5 **Analyse productive inefficiency with the aid of a production possibility curve.**

Mark allocation

1.	**Naming of axes**	**1 mark**
2.	**Indicating production levels (A)**	**1 mark**
3.	**Indicating Point B as a disequilibrium point**	**1 mark**
4.	**Indicating D as an under production point**	**1 mark**



- The production possibility curve (AA) above shows a combination of goods that can be produced using all the available resources. ✓✓
- Any point on the curve shows a combination of goods where resources will be used efficiently (B). ✓✓
- Therefore any point on the curve indicates productive efficiency. ✓✓
- Any point within the curve shows combinations of goods where resources are used inefficiently. (D) ✓✓ (4 x 2) (8)

[40]

TOTAL SECTION B: 80

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SECTION C

Answer any ONE of the two questions in this section in the ANSWER BOOK.

Your answer will be assessed as follows:

STRUCTURE OF ESSAY	MARK ALLOCATION
Introduction: The introduction is a lower-order response. • A good starting point would be to determine the main concept related to the question topic. • Do not include any part of the question in your introduction. • Do not repeat any part of the introduction in the body. • Avoid saying in the introduction what you are going to discuss in the body.	Max. 2
Body: **Main part:** Discuss in detail/In-depth discussion/Examine/Critically discuss/Analyse/Evaluate/Compare/Distinguish/Differentiate/Explain **Additional part:** Give own opinion/Critically discuss/Evaluate/Explain/ Calculate/Critically evaluate/Deduce/Outline/Compare/How?/Suggest	Max. 26 Max. 10
Conclusion: Any relevant higher order conclusion should include: • A brief summary of what has been discussed/analysed without repeating facts already mentioned in the body. • Any opinion or value judgement on the facts discussed. • Additional support information to strengthen the discussion/analysis. • A contradictory viewpoint with motivation, if required. • Recommendations.	Max. 2
TOTAL:	**40**

EXEMPLAR

QUESTION 5: MICROECONOMICS 40 MARKS – 40 MINUTES

- **Discuss in detail the following methods that the government uses to intervene in the economy.**
  - **Indirect taxes (max. 6)**
  - **Subsidies (max. 8)**
  - **Welfare grants (max. 6)**
  - **Maximum prices (max. 6) (26 marks)**

- **Evaluate the effects of inefficiencies in market failure. (10 marks)**

[40]

INTRODUCTION

Market failure means that the market has not achieved the best allocation of resources. ✓✓
(Accept any other relevant introduction.) (2)

BODY: MAIN PART

- Indirect Taxes
  - Taxes are mandatory payments that the residents and businesses of a country pay to the government. ✓✓
  - Indirect taxes are consumption taxes that have to be paid by the suppliers of goods and services. ✓✓
  - The suppliers add indirect tax to the price of their goods and services. ✓✓
  - Consumers therefore pay this tax indirectly. ✓✓
  - Examples of indirect taxes are value added tax, customs tax and excise tax. ✓✓
  - Reasons for indirect taxes:
    - It forms a large part of all government revenue. ✓✓
    - Everyone pays it regardless of their income level. ✓✓
    - The government wants to reduce the demand for a harmful product by levying excise taxes. ✓✓
    - Import taxes are levied on certain foreign goods which make it more expensive and thus encourage people to buy locally instead. ✓✓
  - The effect of indirect taxes.
    - The equilibrium price in the market is rising. ✓✓
    - Consumers pay more per item due to new market prices. ✓✓
    - Businesses sell their products but show lower profits due to the indirect tax. ✓✓
    - Equilibrium amount decreases. ✓✓
    - Employees may be affected as profits have decreased. ✓✓

EXEMPLAR

- Per-unit tax:
  - Unit price tax is tax where the amount of tax levied is always the same per unit. ✓✓
  - Excise duty is paid on fixed products such as tobacco, alcohol and sugar. ✓✓
  - Import duty is paid on foreign goods brought to South Africa. ✓✓
- Ad valorem tax:
  - Ad valorem tax charges a percentage of the value of the product. ✓✓
  - Value Added Tax paid on virtually all products is ad-valorem tax. ✓✓

(Accept any other relevant response.) (Max. 6 marks)

- Subsidies

  - Subsidies are used by the government to promote the production or use of a specific product or service. ✓✓
  - Subsidies to producers:
    - The government pays subsidies in cash to certain companies to increase production. ✓✓
    - The government sometimes reduces taxes of certain companies to increase production. ✓✓
  - Reasons for producer subsidies:
    - Subsidies are offered to producers who manufacture products that are considered important by everyone in the economy. ✓✓
    - Start-up companies receive subsidies while they are not yet able to compete with more established or global companies. ✓✓
    - Subsidies are granted to promote employment and entrepreneurship. ✓✓
    - There is an increase in the quantity of products demanded and supplied to the market. ✓✓
    - The price of the product drops and more consumers can purchase the product. ✓✓
    - In the long term, these businesses cannot survive without interventions, which will make companies inefficient. ✓✓
    - Some subsidies are considered unfair by producers who must compete with cheap imports from countries that significantly subsidise their industries. ✓✓
  - Subsidies to consumers:
    - Subsidies to consumers are payments made by the government to consumers so that they are able to buy goods that they would otherwise not be able to afford. ✓✓
  - Reasons for consumer subsidies:
    - Subsidies to consumers benefit the marginalised people by lowering the price of the product. ✓✓
    - Consumer subsidies encourage the use of a certain product or service that, according to the government, is in the public's interest, e.g. transport subsidies. ✓✓
    - The price of the product rises in the market. ✓✓
    - The people receiving the subsidy pay less than the equilibrium price. ✓✓

EXEMPLAR

- Those who can afford the equilibrium price now pay more for the product. ✓✓
- The total consumption of the product increases. ✓✓
- The government must monitor the prices and supply set by companies so that it does not lead to further exploitation of the consumer. ✓✓

(Accept any other relevant response.) (Max. 8 marks)

- Welfare grants

  - In most economies, markets fail to divide all the wealth equally. ✓✓
  - Distribution of wealth is very uneven in South-Africa. ✓✓
  - To make sure the needs of the poor are met, government provides welfare grants. ✓✓
  - Welfare grants are taken from taxes that are paid to government. ✓✓
  - Types of welfare grants:
    - Social grants, e.g., old age grant, disability grant and war veteran's grant. ✓✓
    - Children's social support grants, e.g., care-dependency grant, foster child grant and child support grant. ✓✓
    - Special awards, e.g., social relief of distress grant and transport relief grant. ✓✓

(Accept any other relevant response.) (Max. 6 marks)

- Maximum prices/Ceiling prices

  - The government may feel that prices are too high in some markets and intervene in failing markets by setting maximum prices that must be charged. ✓✓
  - The maximum price is the highest price at which producers can sell a product. ✓✓
  - Reasons for implementing maximum price:
    - It is done to keep the prices of necessities and basic food low to ensure the poor have access to a product. ✓✓
    - Maximum prices are set to prevent consumers from being exploited and having to pay excessive prices. ✓✓
    - Governments impose price ceilings in the hope that they will keep prices low and control inflation. ✓✓
    - To limit the production of certain goods and services when resources are scarce. ✓✓
    - The cost of borrowing money is sometimes capped through an interest rate ceiling. ✓✓
  - Results of maximum price:
    - The price in the market is lower than it would be if it was just left to the market mechanism to find the equilibrium price. ✓✓
    - There is a deficit of the product in the market. ✓✓
    - The government is forced to find a way to control the limited amount of the product. ✓✓
    - Maximum price often leads to "black markets". ✓✓

(Accept any other relevant response.) (Max. 6 marks)

EXEMPLAR

ADDITIONAL PART

When productive inefficiency occurs, it may have the following effects:

- In imperfect markets such as monopolies, they produce less than the optimum number of goods and services at higher than optimum prices. ✓✓
- This will lead to a lack of service delivery for example loadshedding by Eskom. ✓✓
- Externalities are third-party effects such as pollution. ✓✓
- Businesses that cause externalities do not bear the cost and it fails society. ✓✓
- Common goods such as fish resources belong to nobody and irresponsible businesses may exploit them. ✓✓
- In the event of allocative inefficiency the following may occur:
- Unequal distribution of income because workers whose services are in high demand will earn large incomes and workers whose services are in low demand will earn low incomes. ✓✓
- People can abuse other people for economic gain for example child labour, therefore laws that regulate such practices have been implemented. ✓✓
- Freedom of choice often occurs due to laws and by-laws that are implemented, and people earn less than what they wished for. ✓✓
- Inefficiencies leads to a wasteful use of resources. ✓✓
- When economic inefficiency leads to market failure then the government needs to intervene. ✓✓

(Accept any other relevant positive or negative answer.) (Max. 10 marks)

CONCLUSION

Government intervention is essential in an economy, otherwise many products or services will not be available at all or will be unaffordable for many people. ✓✓

(Accept any other relevant higher order response.) (2)

[40]

EXEMPLAR

QUESTION 6: CONTEMPORARY ECONOMIC ISSUES

40 MARKS – 40 MINUTES

- **Discuss in detail dispute resolution and dispute resolution mechanisms under the following headings:**
    - **Commission for Conciliation, Mediation and Arbitration (CCMA) (max. 14)**
    - **Labour Court (max. 12) (26 marks)**
- **Evaluate the role of bargaining councils in the workplace. (10 marks)**

[40]

INTRODUCTION

Dispute resolution is the consequence of a disagreement usually between employers and employees. ✓✓
(Accept any other relevant answer.) (2)

BODY: MAIN PART

- The Commission for Conciliation, Mediation and Arbitration ✓
    - Reconciliation and mediation
        - The Commission for Conciliation, Mediation and Arbitration (CCMA) is an organisation set up to help resolve disputes that cannot be resolved within a business. ✓✓
        - The CCMA consists of representatives of organised labour, the formal business sector, and the government. ✓✓
        - The CCMA's main function and purpose is to resolve disputes sent to it by bringing the parties together and getting them to agree on a plan of action, which is known as conciliation. ✓✓
        - The CCMA focuses on consensus-building, gathering facts and the commitment by both parties to reach an agreement. ✓✓
        - If reconciliation is not successful, the next process is arbitration. ✓✓
    - Arbitration
        - During arbitration, a decision is made by a third person. ✓✓
        - A commissioner/arbitrator hears both sides of the dispute and makes a ruling that is binding and that the parties must abide by the ruling. ✓✓

EXEMPLAR

- Functions of the CCMA
  - The CCMA resolves disputes by conciliation or arbitration. ✓✓
  - The CCMA helps to establish workplace forums. ✓✓
  - The CCMA publishes information on its activities and guidelines on dispute resolution. ✓✓
  - The CCMA provides advice on obtaining legal aid. ✓✓
  - The CCMA determines fees for dispute resolution where necessary. ✓✓
  - The CCMA lays down rules regarding their meeting procedures, conciliation and arbitration procedures, forms to be used and how the cost of arbitration is to be calculated. ✓✓

(Accept any other relevant response.) (Max. 14 marks)

- The labour court ✓

  - Powers of the Labour Court:
    - The Labour Court has the same status as the Supreme Court. ✓✓
    - The main function of the Labour Court is to make rulings regarding labour disputes between employees and employers. ✓✓
    - The Labour Court must ensure that the Labour Relations Act is adhered to.
    - The Labour Court grants interdicts. ✓✓
    - The Labour Court awards compensation under any of the circumstances mentioned in the Labour Relations Act. ✓✓
    - The Labour Court makes decisions on costs to be paid. ✓✓
    - The Labour Court recommends that parties comply with the Labour Relations Act. ✓✓
    - The Labour Court can make an arbitration award or settlement agreement or issue, a court order. ✓✓
    - The Labour Court may order an employer, employee, or trade union to put an end to an unfair labour practice. ✓✓

  - Representation in the Labour Court:
    - Only a legal representative (attorney or advocate) can act on behalf of an employer or employee. ✓✓
    - The legal representative must notify the court of his name, postal address, business, and telephone number. ✓✓
    - The registrar should be notified should the legal representative no longer represent the client. ✓✓
    - The Labour Court of Appeal is the highest court for labour appeals and hears appeals against decisions taken in the labour court. ✓✓
    - The Labour Court of Appeal then issues the final court order which is binding. ✓✓

(Accept any other relevant response.) (Max. 12 marks)

EXEMPLAR

ADDITIONAL PART

- Bargaining councils are established on a voluntary basis by employers and unions. ✓✓
- Each industry has its own bargaining council that negotiates wages and other conditions of employment and resolves disputes. ✓✓
- Bargaining councils arrange collective agreements in order not to refer the matter to the CCMA. ✓✓
- Bargaining councils resolve labour disputes within the industry which saves legal costs. ✓✓
- Bargaining councils promote and establish training and education opportunities for the improvement of workers which will benefit the workers and the industry. ✓✓
- Bargaining councils develop proposals for the National Economic, Development and Labour Committee to improve development in the industry. ✓✓
- Bargaining councils refer matters to workplace forums to solve problems. ✓✓

(Accept any other relevant higher order response.) (Max. 10 marks)

CONCLUSION

It is essential that businesses and employees are aware of the laws and the dispute resolution procedures, so that as little productivity as possible is lost, which can negatively affect the economy. ✓✓
(Accept any other relevant higher order response.) (2)

TOTAL SECTION C: 40

TOTAL: 150

EXEMPLAR