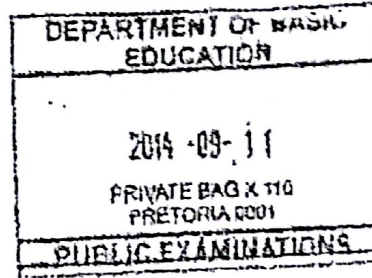


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**SECTION A (COMPULSORY)**

**QUESTION 1**

- 1.1 1.1.1 D (✓)
- 1.1.2 C (✓)
- 1.1.3 A (✓)
- 1.1.4 C (✓)
- 1.1.5 B (✓)
- 1.1.6 C (✓)
- 1.1.7 A (✓)
- 1.1.8 D (✓)
- 1.1.9 A (✓)
- 1.1.10 C (✓)



(10 x 1) (10)

1.2 1.2.1 According to the Basic Conditions of Employment Act, what is the responsibility of the employer towards:

(a) An employee working on a public holiday.  
The employer ...

- must pay an employee double/extra for working on a public holiday that falls on a working day. (✓)
- OR
- can negotiate with the employee for a day off if they have to work on a public holiday. (✓)

(1)

(b) A female employee requiring maternity leave.  
The employer...

- must grant a pregnant worker up to four continuous months of maternity leave. (✓)
- must allow the employee maternity leave anytime from 4 weeks before the expected date of birth. (✓)
- must allow the employee maternity leave on a date a doctor or midwife says it is necessary for her health or that of her unborn child. (✓)
- may not require the employee to work for 6 weeks after the birth of her child unless declared fit to do so by a doctor or a midwife. (✓)
- may not expect a pregnant or breastfeeding worker to perform work that is dangerous to her or her child. (✓)

(1)

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- 1.2.2 Flexibility (✓) (1)
- 1.2.3 The practice among those with power or influence of favouring/benefiting relatives/family or friends, especially by giving them jobs or position of authority without the relevant qualifications. (✓✓) (2)
- 1.2.4 National (✓) (1)

1.2.5 Impact of unemployment on the individual's emotional well-being:

- It can cause the following ...
- Depression (✓)
  - Anger (✓)
  - Helplessness (✓)
  - Poor self-esteem/lack of self-confidence (✓)
  - Lack of motivation / De-motivation (✓)
  - Anxiety (✓)
  - Stress (✓)
  - Frustration (✓)
  - Aggression (✓)
  - Sense of worthlessness / inferiority (✓)
  - Suicidal feelings / thoughts (✓)
  - Loneliness (✓)

Or any other TWO relevant responses for ONE mark each. (2)

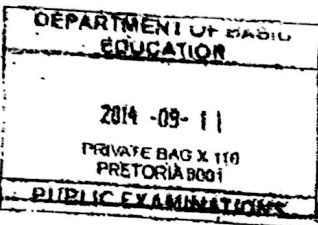
1.2.6 Study skills that improve memory while studying include:

- Flash cards (✓) with important information that you can carry around with you to revise. (✓)
- Mind maps/spider diagrams (✓) links information in a logical way that help you to break large amounts of information into manageable pieces. (✓)
- Memoranas (✓) a word, sentence or song that helps you with recalling information / verbalising (✓)
- Summaries (✓) use key words that are important to the content. (✓)
- Tables (✓) helps you organize information in a logical and connected way. (✓)

Or any other ONE relevant response with a suitable explanation for TWO marks.

Award ONE mark for identifying the skill. (2)  
Award ONE for a suitable explanation.

TOTAL SECTION A: 20



**SECTION B (COMPULSORY)**

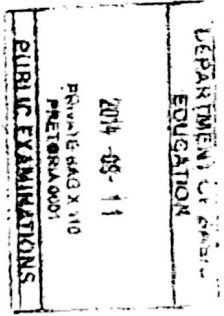
1. In this section, candidates' answers must be written in full sentences as far as possible. Hence, within a 3- or 4-mark question, candidates could and should be awarded 4, 3, 2 and 1 or 2 0 (zero) depending on the level of answers given.

2. It must be noted that in each category of the candidates' efforts, a distinction must be made between excellent, good, satisfactory and poor responses.

**QUESTION 2**

2.1 Marks are awarded as follows:

- ONE mark (✓) for mentioning the relevant labour law applicable to the extract.
- TWO marks (✓✓) depending on the explanation offered by candidates.



LABOUR LAW	EXPLANATION
<p>The Labour Relations Act (LRA) (✓)</p>	<ul style="list-style-type: none"> <li>This act stipulates a framework for good working relationships between the employer and employee. (✓)</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>This act makes rules for the relationships between employer and an individual or groups of employees, employer or employer's organisations and a trade union and employee and a trade union. (✓)</li> </ul> <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> <li>This extract shows lack of communication on the duties and functions of the employees. (✓)</li> </ul>
OR	
<p>The Basic Conditions of Employment Act (BCEA) (✓)</p>	<ul style="list-style-type: none"> <li>The act regulates/ensures that working/live-in conditions of the worker, remuneration and job contract is of a minimum/acceptable standard (✓), thereby preventing domestic workers from exploitation.</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>This act stipulates legal requirements with regard to number of hours an employee is supposed to work each week, over-time hours, meal-breaks, shift work, annual leave, family leave, maternity leave, notice of termination of employment and remuneration. (✓)</li> </ul> <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> <li>The extract describes the unhealthy live-in conditions of domestic workers, unfair payment and working hours. (✓)</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>The extract also shows the employee performing duties outside of the contract of employment. For example, massaging the employer. (✓)</li> </ul>
OR	
<p>Sectoral Determination 7 (✓)</p>	<ul style="list-style-type: none"> <li>Applies to all domestic workers with regards to minimum wage and working hours, (✓) it protects the rights of all domestic workers.</li> </ul> <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> <li>The extract describes the unhealthy live-in conditions of domestic workers, unfair payment and working hours. (✓)</li> </ul>

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(1 + 2)

- 2.2 Marks must be awarded as follows:  
TWO marks (✓✓) each for THREE well explained responses.

It appears that the labour laws are not being effectively adhered to for domestic workers in South Africa by some employers. Three possible reasons may include:

- Many domestic workers may not know or understand their rights (✓) and are vulnerable to exploitation. (✓)
- Many domestic workers are living and working in social isolation (away from family and friends) (✓) and they may therefore not be aware of their rights. (✓)
- There is often no formal job description or employment contract (✓) hence they are exploited to do any job that the employer wishes. (✓)
- Illegal immigrants may not be formally registered and may be desperate for money (✓) and therefore accept any job without proper contracts/with a low salary. (✓)
- Department of Labour does not have accurate data of domestic workers (✓) and this makes it difficult to monitor their rights/intervene when necessary. (✓)
- Poverty (✓) may force some domestic workers to accept any working conditions. (✓)
- Lack of active participation of unions (✓) and those rules are not followed. (✓)
- Lack of reporting structures (✓) therefore leading to exploitation of workers. (✓)

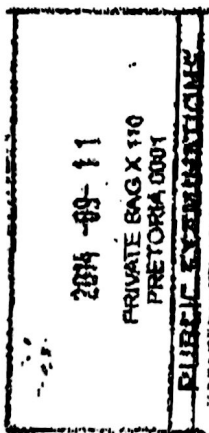
Or any other THREE relevant responses for TWO marks each. (3 x 2) (6)

- 2.3 Marks should be awarded as follows:
- ONE mark (✓) for each of the THREE recommendations  
AND
  - ONE mark (✓) for showing how each of these recommendations could improve the lives of domestic workers.

The following recommendations could protect the rights and improve the lives of domestic workers:

The unions could...

- educate members on their rights (✓) and in this way employers can be made accountable for their employment conditions. (✓)
- ensure that proper reporting procedures and systems (e.g. hotlines) are in place. (✓) This will enable domestic workers to report without fear of intimidation or loss of jobs. (✓)
- ensure that domestic workers who are illiterate are encouraged to show their contracts to people that can explain it to them (✓) as this will enable them to know what they are signing for and committing to. (✓)
- use mass media such as radio, television, newspaper etc. (✓) to create awareness in employers and employees on their rights. (✓)



- encourage domestic workers to join the union through advocacy meetings in places where they would be reached e.g. villages, churches, and through social workers. (✓) This will create awareness of the roles of the union and services which will be available to them as members. (✓)
- create awareness on the role of the union, their policies and services that will be available to members (✓) so that they know where to get advice and assistance e.g. breaking a contract (by both domestic workers and employers) is illegal. (✓)
- use collective power (✓) to influence decisions regarding working conditions of domestic workers. (✓)
- intervene in wage bargaining (✓) to ensure that domestic workers have a living wage. (✓)
- set standards (✓) in relation to job terms and conditions. (✓)
- promote intervention strategies (✓) so that issues raised by their members are addressed. (✓)
- help to develop the human potential of its members (✓) so that they can be empowered to bargain on their own. (✓)
- organise domestic workers (✓) so that they can raise issues collectively. (✓)
- to represent domestic workers at disciplinary hearings (✓) to give them support and advice. (✓)

Or any other THREE relevant responses for TWO marks each. (3 x 2)

(6)  
[15]

**QUESTION 3**

3.1 Marks should be awarded as follows:

- ONE mark (✓) for each of the THREE causes.

Explanation of the THREE possible causes for the high HIV infection rate of the 30-34-year age group:

- They are more independent and more likely to have more sexual partners and may perhaps indulge in unprotected sex. (✓)
- They may be in a relationship and their partners insist upon having unprotected sex because they trust one another. (✓)
- They are highly mobile and may migrate and this may result in multiple sexual partners and hence they may be more likely to engage in unprotected sex. (✓)
- They have lifestyles that are more likely to make them more vulnerable to HIV infection e.g. drug use, reckless behaviour, poor condom use. (✓)
- Denial by some of them that they could be infected with HIV/AIDS and therefore they do not go for testing. (✓)
- Unemployment may force some women into 'commercial sex-work'/prostitution which make them more vulnerable to infection. (✓)

Or any other THREE relevant causes for ONE mark.

(3 x 1)

(3)

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## 3.2 Marks must be awarded as follows:

- TWO marks (✓✓) each for THREE well explained responses.

Reasons for the gender imbalance as reflected on the graph include:

- The economic dependency of women in certain cultures makes them more vulnerable to HIV infection, because men tend to exert more power in these relationships. (✓) This results in women not being able to protect themselves against abuse, sexual exploitation or unprotected sex. (✓)
- Women are more susceptible to HIV infection than men (✓) due to some biological factors, e.g. immature cervix in younger females. (✓)
- In several cultures women do not have any power to negotiate sexual issues, e.g. using condoms. (✓) This makes women more vulnerable to HIV infection. (✓)
- Sexual violence, which can include rape, is prevalent in South Africa. (✓) As a result many women may become infected because they are forced to have unprotected sex. (✓)
- Young girls have unprotected sex with older men ('sugar daddies' - for material benefits) who have had multiple sexual partners. (✓) This exposes young women to the risks of contracting HIV. (✓)
- In some cultures, having multiple sexual partners and not using any protection is a measure of masculinity and prestige among men. (✓) This can actually raise a woman's risk of contracting HIV. (✓)

Or any other THREE relevant responses for TWO marks each. (3 x 2) (8)

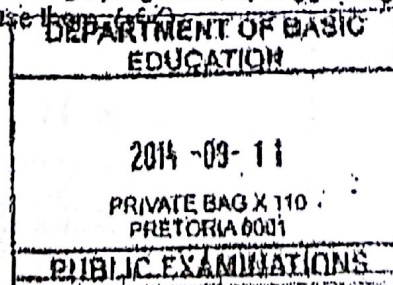
## 3.3 Marks should be awarded as follows:

- ONE mark (✓) for mentioning an intervention strategy  
AND
- TWO marks (✓✓) for critically evaluating the strategy.

State TWO intervention strategies that have been put in place by the government or your community to prevent HIV infections. Critically evaluate the effectiveness of each strategy.

## Prevention of HIV infection

- Condoms have been provided freely in health care centres. (✓)
  - o Condoms are effective because those who engage in safe sex have easy access to it at the clinics. (✓✓)
- OR
- o Providing free condoms may not be effective since there are still a great number of teenage pregnancies, suggesting that there are those who do not use them.



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