

- c) You notice that the allegation requires disciplinary investigations to help guide your next courses of actions. What would your references be, to guide critical analysis of the investigative findings which will support your recommendations to management for appropriate disciplinary actions? **(15 Marks)**

QUESTION TWO

The world has been transformed at an incredible rate in the recent past. This transformation is affecting the operation of the employment relations to shift from collectivism to individualism. The rise of individualism in the employment relationship is continuing. What is driving the individualism trend has continued to create much debate in the world of work discussions. Majority of the propellants say that individualism ensures flexibility and more productive working relationships. **Required:** Using Uganda as a point of reference, discuss the drivers of individualism in employment relations, how it is being manifested and the likely consequences. **(30 Marks)**

QUESTION THREE

International Labour Organization (ILO) is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that labour peace is essential to prosperity. Today, the ILO helps to give working people and business people a stake in lasting peace, prosperity and progress. Its tripartite structure provides a unique platform for promoting; decent work for all women and men. Though the International Labour Organisation (ILO) has been in existence for some time, its impact seems not to be felt worldwide in the world of work. The bigger question is whether it is how it operates or the issues it tackles. **Required:**

Deliberate the major issues that ILO ought to focus on if their impact in the world of work is to be felt and examine how the ILO operations have been domesticated in the Ugandan context today. **(30 Marks)**