

Centre Number			Examination Number						



5119702



EXAMINATIONS COUNCIL OF ZAMBIA



Examination for General Certificate of Education Ordinary Level

English Language

1121/2

Paper 2

Tuesday

6 AUGUST 2024

Time: 2 hours

Marks: 60

Instructions to Candidates

- 1 Write the **centre number** and your **examination number** on **every page** of this question paper.
- 2 There are **three** questions in this paper. Answer **all** the questions.
- 3 Write your answers in the spaces provided in the question paper.
- 4 Do not start writing until you are told to do so.

Information to Candidates

- 1 Dictionaries and other reference materials are **not allowed** in the examination room.
- 2 Cell phones and other electronic devices are **not allowed** in the examination room.

For Examiner's Use Only		
Questions	Mark Obtained	Examiner's Initials
Question 1		
Section 1		
Section 2		
Question 2		
Question 3		
Total		

Centre Number				Examination Number																			

However, this has not necessarily been done in the best practices. In as much as trade unions have made strides on pay and working conditions, collective bargaining has remained opaque, lengthy and ineffective. Some governments have riddled collective bargaining with rigidity, bureaucracy and divisiveness.

- 4 Currently, collective bargaining in the public service is non-existent or always poised to fail. The legislation governing negotiations between public sector employees and their employer only serves to window dress the spirit of collective bargaining. It does not provide for open discussions between the job owner and those hired to work. There is an asymmetrical distribution of power between the employer and the employees, with all power concentrated on the employer.
- 5 The above mentioned provisions make collective bargaining impossible in the public sector. Civil servants' calls to increase salaries as enunciated by the Apex Council have yielded very little among some SADC member countries. The Apex Council in those countries has become a network of misrepresentation, if not a moribund arm in which civil servants' representatives engage in collective petitioning instead of binding collective bargaining.
- 6 By and large, collective bargaining is fraught with irregularities in some countries. In many cases, this has suffocated the progress and life of councils or suppressed the establishment of credible bargaining councils. It is, however, imperative to establish robust and sectoral bargaining. There is need for trade unions to foster unity for the benefit of employees. When conducted in good spirit, collective bargaining is a social dialogue that benefits both the employer and the employee through conflict resolution, industrial harmony and increased productivity.

www.eczpastpapers.com

(Adapted from the ANTUSA Educator, Volume 1, 2018)

In each of the questions 1 – 9, select the best answer from the four options provided. Indicate your answer by drawing a circle around the letter on the question paper as in the example given below. If you change your mind, cross out the initial choice very neatly then circle your revised answer clearly. For Question 10, answer as instructed.

Example:

The passage is about ...

- A** collective bargaining.
- B** conditions of service.
- C** the International Labour Organisation.
- D** the labour unions.

A is the best answer.

- 1 Paragraph 1: Collective bargaining is described as ... [2]
 - A** improvement of employee relations.
 - B** mediation for better wages and other conditions.
 - C** organisation of employees in the workplace.
 - D** solving problems of employees by their employers.

Centre Number	Examination Number																													
<table border="1" style="width: 100%; height: 20px;"> <tr> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> </tr> </table>											<table border="1" style="width: 100%; height: 20px;"> <tr> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> </tr> </table>																			

- 2 According to Paragraph 1, the process of collective bargaining takes place ... [2]
A between international labour organisations and employees.
B between labour unions and employees.
C when improving workers' conditions of service.
D when agreement of salaries and conditions of service is arrived at.
- 3 'The parties' in Paragraph 2 refer to ... [2]
A international labour organisations.
B employers and workers.
C local labour unions.
D parties promoting workers' rights.
- 4 We can infer from Paragraph 2 that conflicts at work can be resolved through ... [2]
A the freedom to associate.
B promotion of decent conditions.
C organised negotiations.
D organised employee relations.
- 5 According to Paragraph 3, some governments have ... the process of collective bargaining. [2]
A contributed to slowing down
B funded trade unions during
C made strides on promoting
D never provided support for
- 6 Paragraph 4: The law governing collective bargaining in the public service ... [2]
A does not exist in SADC countries.
B favours the employee and his/her interests.
C is well balanced to suit both sides.
D supports the interest of the employer.
- 7 Paragraph 4, "It does not provide...." The word 'it' refers to ... [2]
A collective bargaining.
B distribution of power.
C legislation on negotiations.
D public service sector.
- 8 Paragraph 5: What have yielded very little among some SADC member countries? [2]
A Civil servants' calls.
B Harmonisation of salaries among senior officials.
C Network of adequate union representation.
D Salary increments for civil servants.

www.eczpastpapers.com

Centre Number				Examination Number																			

- 9 Paragraph 6: In order for collective bargaining to be productive, trade unions are advised to ... [2]
- A deliberately divide the employees.
 - B organise sectoral bargaining teams.
 - C promote unity for the benefit of the workers.
 - D suppress the establishment of bargaining councils.
- 10 From the underlined words in the passage, find one word which **means the same or nearly the same** as the following words or phrases:-
(spell each word correctly)
- (i) Long decisive steps..... [½]
 - (ii) Said clearly [½]
 - (iii) Demand loudly [½]
 - (iv) Agree to a request..... [½]

QUESTION 3: SUMMARY [20 MARKS]

Read the following passage carefully and then answer the question that follows.

THE CAMEL

www.eczpastpapers.com

- 1 For millions of people living in the arid regions of Asia and Africa, the camel is the most important animal. Of the two basic breeds of camels, the two-humped Bactrian camel is the stronger. Having longer and shaggier hair than the one-humped Arabian camel, the Bactrian can endure the cold better. Carrying a load of some 181 kilogrammes, this animal may cover a distance of 48 kilometres a day at a speed of 3 or 5 kilometres per hour.
- 2 The camel provides food, clothing and shelter. It serves as a chief mode of transportation as well as a draught animal for agricultural work. The camel's thick hair provides fine insulation from the hot sun during the day and from the cold at night.
- 3 Bare patches on the camel's chest and knees are present from birth and develop into tough, thick leathery pads in a few months. As the animal rests on these pads, they protect the knees from injury. Since the camel moves its two right legs forward at the same time and then the two left legs, the ride is quite uncomfortable at a fast pace. The camel's feet consist of broad pads, from each of which two toes extend. When the animal walks, these pads spread, thus preventing the feet from sinking into soft, yielding desert sands.
- 4 The camel is not troubled by blowing dust and sand. Why is this? Well, the animal can close its long slit like nostrils at will. In addition, heavy eyelids shield the eyes. What about the ear? Can they easily become filled with sand? No. The ears are small, far back on the head and covered both outside and inside with hair.

2 0 2 4

[Turn over

