



**ZIMBABWE EZEKIEL GUTI UNIVERSITY**

**FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING**

**DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT**

**EXAMINATION PAPER**

**COURSE CODE** : CHR207  
**COURSE TITLE** : LABOUR LAW  
**DURATION** : 3 Hours  
**DATE** :

ZIMBABWE EZEKIEL GUTI UNIVERSITY  
: EXAMINATIONS OFFICE  
12 AUG 2021  
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**INSTRUCTIONS TO CANDIDATES:**

1. No cell phones are allowed in the examination venue.
2. This paper contains Four questions
3. Answer **ALL** questions and start each question on a new page
4. Each question carries 25 marks
5. The number of marks for each question or part question is shown in brackets [ ]

**Question 1**

In case of **National University of science and Technology Staff Vs National University of Science And Technology Hb/07/06**, it was established that legal contracts should be performed and should not be breached at the mere convenience of the other party and if the courts allow this it means that contracts will never be fulfilled at all. Discuss. **[25 marks]**

**Question 2**

a. What are the rights and duties of employers and employees? **[15 marks]**

b. List and explain the four types of leave provided in the Labour Act Chapter 28.01? **[10 marks]**

**Question 3**

Write critical notes on the following labour terms

a. Negetorium Gestio

b. Ratification

c. Agency

d. Collective job action

e. Collective bargaining

**[25 marks]**

**QUESTION 4**

Critically analyse the jurisdiction, powers and procedures at each level for dispute resolution? **[25 marks]**

.....**END OF THE EXAMINATION**.....