



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT

EXAMINATION PAPER 2

COURSE CODE : CHR 223
COURSE TITLE : LABOUR LAW
DURATION : 3 HOURS
DATE :
SPECIAL REQUIREMENTS :

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer any **FOUR (4)** questions. (Level 1.1 to level 2.2)
3. Answer **QUESTION ONE (1)** and any other **THREE (3)** questions.
(Level 4.1 and 4.2)
4. Begin each question on a new page.
5. The number of marks for each question or part question is shown in brackets []

ANSWER ANY FOUR QUESTIONS.

QUESTION 1

According to Madhuku and Manase (1995) a contract is an agreement between 2 parties which is recognized or enforceable by law. The contract of employment is the cornerstone of the employment relationship. Discuss the main features of a valid contract in terms of the Labour Act Chapter 28:01 (25).

QUESTION 2

What are the common law duties of an employer and name five principal duties of the employee in an employment contract under Common law as well? (25)

QUESTION 3

Examine key weaknesses, omissions and errors in crafting and administering contracts of employment in Zimbabwe (25)

QUESTION 4

Psychological contract is a metaphor that captures a wide variety of largely unwritten expectations and understandings of the two parties about their mutual obligations (Rousseau 1995). Discuss the merits and demerits of this type of a contract. (25).

QUESTION 5

Explain in detail the Marxist theory and its relevance to Labour Law in Zimbabwe. (25).

QUESTION 6

The establishment of a Workers Committee and a Workers Council at an enterprise is solely meant to bring peace and harmony at the workplace. Discuss. (25).

END