



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS

DEPARTMENT OF ECONOMICS, MARKETING AND ENTREPRENEURSHIP

EXAMINATION PAPER

COURSE CODE	:	CBM 224
COURSE TITLE	:	INDUSTRIAL & LABOUR RELATIONS
DURATION	:	3 HOURS
LEVEL	:	2.2
DATE	:	13 OCT 2023
SPECIAL REQUIREMENTS	:	NONE

**INSTRUCTIONS TO CANDIDATES:**

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

**QUESTION 1**

**SECTION A (COMPULSORY)**

**QUESTION 1**

*"The period 2000-2020 witnessed a decline in Trade Unionism"*. Using examples and the Labour Act Chapter 28:01, discuss the reasons for the decline.  
**(25 marks)**

**SECTION B: (ANSWER ANY THREE QUESTIONS)**

**QUESTION 2**

Using the Labour Act Chapter 28:01 Sec 104, critically evaluate the conditions which must be met before workers embark on Collective Job Action.

**(25 marks)**

**QUESTION 3**

- a) Examine the provisions for Sick Leave and Maternity Leave as cited in the Labour Act Chapter 28:01  
**(10 marks)**
- b) Critically evaluate the contributions made by Karl Marx in Industrial Relations.  
**(15 marks)**

**QUESTION 4**

Write short notes on the following industrial practices:

- a) Sexual harassment.
- b) Substance abuse at the workplace.
- c) The use of the internet.

**(9 marks)**

(b) Discuss any **three (3)** Dispute Resolution Techniques.

**(16 marks)**

**QUESTION 5**

Critically examine the roles of the following players in Industrial Relations:

- a) The State. (10 marks)
- b) Trade Unions. ( 8 marks)
- c) Workers Committees. (7 marks)

**QUESTION 6**

Discuss any **five (5)** Constitutional Rights of an accused person.

(25 marks)

**End of Paper**

9/0 am