



**ZIMBABWE EZEKIEL GUTI UNIVERSITY**

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**FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS**

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**DEPARTMENT OF ECONOMICS, MARKETING AND ENTREPRENEURSHIP**

**EXAMINATION PAPER**

<b>COURSE CODE</b>	:	CBM 224
<b>COURSE TITLE</b>	:	INDUSTRIAL & LABOUR RELATIONS
<b>DURATION</b>	:	3 HOURS
<b>LEVEL</b>	:	2.2
<b>DATE</b>	:	12 FEB 2024
<b>SPECIAL REQUIREMENTS</b>	:	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 [ ]

## SECTION A (COMPULSORY)

### QUESTION 1

Discuss the *rights* of an accused person using the Zimbabwe Constitution and the Labour Act.

(25 marks)

## SECTION B (ANSWER ANY THREE QUESTIONS)

### QUESTION 2

a) Compare and Contrast Pluralism versus Radicalism perspectives in Industrial Relations.

(10 marks)

b) Examine any **three (3)** forms of Dispute Resolution Mechanisms as prescribed by the Labour Act Chapter 28:01.

(15 marks)

### QUESTION 3

a) Examine any **five (5)** functions of the Workers Committee. (10 marks)

b) Using Section 12 C of the Labour Act (Chapter 28:01), deliberate on the Retrenchment process.

(15 marks)

### QUESTION 4

(a) Describe the role of the State in Industrial Relations. (10 marks)

(b) Examine any **five (5)** characteristics of a good negotiator.

(15 marks)

### QUESTION 5

c) Examine the restrictions for embarking on a Collective Job Action given by the Labour Act (Chapter 28:01) sec 104. (10 marks)

d) Discuss the contribution made by Karl Marx in the field of Industrial Relations.

(15 marks).

**QUESTION 6**

- a) Explain any **five (5)** ways in which an employee may be dismissed using the SI 15 of 2006 (10 marks)
- b) Using the Labour Act, examine any **three (3)** fundamental rights of employees. (15 marks)

**End of Paper**