



ZIMBABWE EZEKIEL GUTI UNIVERSITY

COLLEGE FOR LIFELONG LEARNING.

Faculty of Law, Business Intelligence and Economics.

EXAMINATION PAPER 1

COURSE CODE : **ADLL111.**
COURSE TITLE : **LABOUR LAW**
SPECIAL REQUIREMENTS : **Constitution of Zimbabwe. The Labour Act, SI 15/2006, S1 11/2023**

DURATION : 2 Hours
LEVEL : 1.1
DATE : 29 JUL 2024

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Question 1 (Section A) is compulsory. In Section B, choose and answer any Three (3) questions.
3. The number of marks for each question or part question is shown in brackets []
4. Begin each answer on a new page.
5. **DO NOT OPEN THIS PAPER UNTIL THE INVIGILATOR INSTRUCTS YOU.**

SECTION A. COMPULSORY QUESTION

QUESTION 1.

As the Human Resources Manager of ZETDC, a large energy company in Zimbabwe, assess the implications of the new amendment to the Maternity Leave provision in the Labour Act 11 of 2023. The amendment now allows women to take maternity leave on full pay, even if they have been with the organization for only one year.

- a) Discuss the potential impact on women employees and the organisation as a whole. **(10 Marks)**.
- b) Support your analysis with relevant examples and provide recommendations for effectively managing these implications. **(15 Marks)**.

SECTION B

QUESTION 2.

- a) Analyse any five (5) key changes introduced by the Amended Labour Act 11 of 2023. **(10 Marks)**.
- b) Discuss their implications for the rights and protections of employees in Zimbabwe. Provide specific examples of provisions that have been modified or added and evaluate their impact on the employment relationship. **(15 Marks)**

QUESTION 3

One of the duties of the employee is to maintain confidentiality and protect employers' trade secrets in Zimbabwe.

- a) What are the legal obligations of employees in safeguarding confidential information? Discuss. **(10 Marks)**
- b) What are the potential liabilities for breaching this duty, citing relevant case laws? **(15 Marks)**.

QUESTION 4

- a) Discuss the rights and protections afforded to Trade Unions and their members under Zimbabwean Labour Laws. **(10 Marks)**.
- b) Analyse the provisions related to freedom of association, collective representation, and the right to strike in terms of the Labour Act Chapter 23:01. **(10 Marks)**
- c) Evaluate the effectiveness of these protections in ensuring the autonomy and independence of Trade Unions. **(5 Marks)**

QUESTION 5

- a) Evaluate the legal duty of employers to prevent and address workplace harassment and discrimination in Zimbabwe. **(10 Marks)**.
- b) Discuss the obligations of employers to create a harassment-free environment and the potential liabilities they may face for failing to address such issues, citing relevant case laws. **(15 Marks)**.

QUESTION 6

- a) Discuss the key rights and protections provided to employees under the Labour Act 28:01 in Zimbabwe. **(10 Marks)**
- b) Analyse the provisions related to freedom of association, fair employment practices, wages and benefits, working hours, and occupational safety and health. Provide examples to illustrate the practical application of these rights **(15 Marks)**.

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