



ZIMBABWE EZEKIEL GUTI UNIVERSITY
COLLEGE FOR LIFELONG LEARNING.

Faculty of Law, Business Intelligence and Economics.

EXAMINATION PAPER

COURSE CODE : DLL 112.
COURSE TITLE : **Employment Relationships**
Employment Relationships
SPECIAL REQUIREMENTS : **Constitution of Zimbabwe. The Labour Act, SI 15/2006, S1 11/2023**

DURATION : 3 Hours
LEVEL : 1.1
DATE : **31 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.

In Zimbabwe, in addition to employers, employees, trade unions, and government bodies, there are several other stakeholders that play an important role in the employment relationship. State and explain other stakeholders that play an important role in employment relationship. **(25 Marks)**.

SECTION B

QUESTION 2.

An employee in Zimbabwe is dismissed by their employer without following the prescribed disciplinary procedures outlined in the employment contract. The employee believes that the dismissal was unfair and wants to challenge it.

- a) Evaluate the legal protections available to employees in cases of unfair dismissal in Zimbabwe. **(10 Marks)**
- b) What are the statutory requirements for a fair dismissal in terms of the Labour Act Chapter 28.01. **(10 Marks)**
- c) Discuss the remedies available to the employee, and relevant case laws that demonstrate the consequences of unfair dismissal by an employer. **(5 Marks)**.

QUESTION 3

- a) Discuss the roles and functions of Trade Unions in promoting workers' rights and interests in Zimbabwe. **(10 Marks)**
- b) Analyse their contributions to collective bargaining, representing workers in disputes, and advocating for improved working conditions and fair treatment. **(15 Marks)**

QUESTION 4

Discuss how the economic challenges in Zimbabwe have impacted the enforcement and compliance of collective bargaining agreements. **(25 Marks)**.

QUESTION 5

- a) Discuss the provisions in the Amended Labour Act 11 of 2023 that address the protection against discrimination and unfair treatment of pregnant employees and those on maternity leave. **(15 Marks)**
- b) Evaluate the effectiveness of these provisions in safeguarding the rights and employment status of women in the workplace. **(10 Marks)**

QUESTION 6

Several government agencies are responsible for protecting employee rights and ensuring compliance with labor laws in Zimbabwe. These agencies play a crucial role in safeguarding the rights and welfare of employees.

State and explain the government agencies responsible for protecting employee rights. **(25 Marks)**.

