



ZIMBABWE EZEKIEL GUTI UNIVERSITY
COLLEGE FOR LIFELONG LEARNING.

Faculty of Law, Business Intelligence and Economics.

EXAMINATION PAPER

COURSE CODE : ADLL113.
COURSE TITLE : The Contract of Employment
SPECIAL REQUIREMENTS : Constitution of Zimbabwe. The Labour Act, SI
15/2006, S1 11/2023

DURATION : 3 Hours
LEVEL : 1.1
DATE : 30 JUL 2024

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Question 1 is compulsory 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 per the New Amendment Act number 11 of 2023, Termination on Notice (Section 12(4a) has been outlawed.

- a) Critically analyse the consequences to the contracts entered into before the promulgation (24 July 2023) of this piece of legislation and proffer possible solutions to this quagmire. (10 Marks).
- b) What are the legal available options for the employers and the employee (10 Marks)
- c) Briefly comment on the pros and cons of this piece of the legislation to the prospective investor in Zimbabwe. (5 Marks).

SECTION B

QUESTION 2.

A contract of employment is a way of controlling the Labour process. Discuss with reference to Zimbabwe's statutory and common law provisions on employment contract. (25 Marks)

QUESTION 3

How do changes in employment laws impact the content and enforceability of the contract of employment? Please provide specific changes in line with the New Amendment Labour Act Chapter 28:01 and their implications.

(25 Marks)

QUESTION 4

- (a) In what situation might an employer prefer to use fixed-term contracts rather than contracts with no specified end date. **(10 Marks)**
- (b) Discuss the advantages and disadvantages from both the employer and employee perspective. **(15 Marks)**

QUESTION 5

- (a) Explain the concepts of psychological contracts in the employment relationships. **(5 Marks)**
- (b) How do employee expectations and perceptions of their relationship with their employer influence their job satisfaction and commitment? **(20 Marks)**

QUESTION 6

Harmonisation of the employment laws in Zimbabwe is just, but a rhetoric and long overdue. Comment **(25 Marks)**.