



ZIMBABWE EZEKIEL GUTI UNIVERSITY
COLLEGE FOR LIFELONG LEARNING.

Faculty of Law, Business Intelligence and Economics.

EXAMINATION PAPER

COURSE CODE : DLL116 – UNFAIR LABOUR PRACTICES
COURSE TITLE : ADVANCED DIPLOMA IN LABOUR LAW
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.

(a) Discuss the legal requirements and best practices related to fair employment practices.

(15 Marks)

(b) Explain how organizations can mitigate legal risks by adhering to these requirements and implementing effective practices. **(10Marks)**

SECTION B

QUESTION 2.

(a) Explain the concept of employment equity and its importance in fostering a fair and inclusive workplace.

(b) Discuss the potential benefits of employment equity for organizational culture and performance. **(25 Marks)**

QUESTION 3

Critically evaluate the impact of employment equity legislation on transforming the Zimbabwean workforce, considering both successes and challenges **(25 Marks)**

QUESTION 4

Identify and analyze several forms of unfair labour practices that can occur in the workplace. Provide specific examples to illustrate your points **(25 Marks)**.

QUESTION 5

Discuss the legal framework that governs unfair labour practices in Zimbabwe, highlighting the key provisions and enforcement mechanisms. **(25 Marks)**.

QUESTION 6

Critically evaluate the effectiveness of current penalties for unfair labour practices in deterring employers from engaging in such behavior in Zimbabwe. **(25 Marks)**.

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