



**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**

**COURSE CODE** : CBM 224  
**COURSE TITLE** : INDUSTRIAL & LABOUR RELATIONS  
**DURATION** : 3 HOURS  
**LEVEL** : 2.2  
**DATE** : 30 JUL 2024  
**SPECIAL REQUIREMENTS** : 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 (COMPUSORY)

### QUESTION 1

The right to Strike is absolute in Zimbabwe. Critically evaluate this assertion using the Labour Act Chapter 28:01.

(25 marks)

## SECTION B (ANSWER ANY THREE QUESTIONS)

### QUESTION 2

- (a) Describe the role of the State in Industrial Relations. (10 marks)
- (b) Examine why the State cannot be neutral in Industrial Relations. (15 marks)

### QUESTION 3

- a) Explain any **five (5)** functions of the Workers Committee (10 marks)
- b) Discuss any **four (4)** fundamental rights of employees according to the Labour Act Chapter 28:01. (15 marks)

### QUESTION 4

There has been a major decline in Trade Unionism in Zimbabwe for the period 2000-2020. Discuss the reasons behind the decline. (25 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**

Write brief notes on the following General Conditions of service:

- |                    |            |
|--------------------|------------|
| a) Maternity Leave | (10 marks) |
| b) Vacation leave  | (5 marks)  |
| c) Sick Leave      | (5 marks)  |
| d) Special Leave   | (5 marks)  |

**End of Paper**