



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS

DEPARTMENT OF ACCOUNTING, FINANCE AND HUMAN CAPITAL MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR223
COURSE TITLE : Labour law
DURATION : 3 HOURS
DATE : 12 JUN 2025
SPECIAL REQUIREMENTS : ANSWER SHEET

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer **any four** questions.
3. Begin each question on a new page.
4. The number of marks for each question or part question is shown in brackets []

1. a) A contract of employment, also known as employment contract, is legally binding between an employee and an employer. Discuss the key provisions that are included in the employment contract. [10 marks]
- b) Identify and discuss the sources of labour laws in Zimbabwe [15 marks]
- [25 marks]
2. Critically discuss the duties of the employees and employers [25 marks]
3. Employees at Takemore Pvt Ltd engaged their employer with a request for a 30% salary increase citing the rising cost of living. The employer offered only 13% increment arguing that inflation is also haunting the business through increased costs. The parties failed to reach an agreement. The employees inform the employer that they will embark on a strike the following day.
- a) Discuss whether the strike by the employees at Takemore Pvt Ltd will be lawful [10 marks]
- b) Assuming that the strike is unlawful, discuss the substantive and procedural requirements that must be met before dismissing employees for participating in such a strike [15 marks]
- [25 marks]
4. a) Discuss the purpose of the labour legislation [10 marks]
- b) Discuss the remedies for the employees in case the employer breaches his/her duties [15 marks]
- [25 marks]
5. Due to economic challenges, Tozozo private limited is considering restructuring its operations and processes to enhance effectiveness and efficiency. This exercise will result in a reduction of the workforce by 20%. Discuss the process to ensure substantive and procedural fairness of the employees likely to be dismissed [25 marks]

END OF EXAMINATION QUESTION PAPER

1/2 (Am)