



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS

DEPARTMENT OF ACCOUNTING, FINANCE AND HUMAN CAPITAL

EXAMINATION PAPER

MODULE CODE : CBM 224
MODULE TITLE : INDUSTRIAL AND LABOUR RELATIONS
SPECIAL REQUIREMENTS : NONE
DURATION : 3 Hours
LEVEL : 2.2
DATE : 11 JUN 2025

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer any **FOUR (4)** 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.**

Question 1

Discuss any forms of leave available in the employment relationship of Zimbabwe. (25marks)

Question 2

Discuss the conditions and provisions of the contract of Employment referring to contemporary labour Act provisions. (25marks)

Question 3

Critically analyze unfair labour practices encountered in organizations referring to foreign-owned Zimbabwe private organization. (25marks)

Question 4

Highlight the Fundament rights of employees as prescribed by the staking instrument in Zimbabwe. (25marks)

Question 5

Critically examine the duties of both employers and employees in an employment contract referring to the Labour Act. (25marks)

Question 6

Discuss any five characteristics of collective bargaining. (25marks)

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