



ZIMBABWE EZEKIEL GUTI UNIVERSITY  
**COLLEGE FOR LIFELONG LEARNING.**

*Faculty of Law, Business Intelligence and Economics.*

**EXAMINATION PAPER**

COURSE CODE : DLL 111.  
COURSE TITLE : CONTRACTS AND EMPLOYMENT  
RELATIONSHIPS  
SPECIAL REQUIREMENTS : Constitution of Zimbabwe. The Labour Act, SI  
15/2006, S1 11/2023  
DURATION : 3 Hours  
LEVEL : 1.1  
DATE : 11 JUN 2025

**INSTRUCTIONS TO CANDIDATES:**

1. No cell phones are allowed in the examination venue.
2. Question 1 is compulsory and answer any Two (2) 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 how the Labour Act (Chapter 28:01) seeks to balance the interests of employers and employees in employment contracts. **(25Marks)**

## **SECTION B**

### **QUESTION 2.**

(a) Define a contract of employment. **(5 Marks)**

(b) Discuss its essential elements and the implications of each element for the employment relationship. **(20 Marks)**

### **QUESTION 3**

(a) Examine the various types of employment contracts and their suitability for different organization needs. **(15 Marks)**

(b) What are the advantages and disadvantages of each type? **(10 Marks)**

### **QUESTION 4**

(a) Explain the key provisions that must be included in a written contract of employment, according to the Labour Act Chapter 28.01. **(15 Marks)**

(b) Analyse the grounds on which an employer can lawfully terminate an employment contract in Zimbabwe. **(10 Marks)**

### QUESTION 5

(a) Examine the circumstances under which an existing contract can be lawfully varied.

**(15 Marks)**

(b) Discuss the implications of unilateral changes to the contract by the employer. **(10 Marks)**

### QUESTION 6

Mr Charles applied for the position of Logistics Manager at TGK (Pvt) Ltd. A day after the interview he received the following email:

20/02/10

Dear Mr Charles

Congratulations! Your application has been successful. We would like to appoint you as Logistics Manager at TGK (Pvt) Ltd. We can offer you a monthly salary of US\$1 200-00. Please inform us before the 28th of February 2010 whether you accept the offer or not.

Regards

The CEO of TGK (Pvt) Ltd

Mr Charles duly responded to the email the same day and accepted the offer. He also accepted the offer via SMS. When he arrived at his new workplace on 1 March 2010, he is informed that the employer never received any communication from him. The employer also contends that, the SMS does not amount to a valid acceptance of the offer of employment. In any event the offer of employment had been withdrawn on the 28th of February 2010, as the parties had not signed any contract of work and Mr Charles had not commenced any work.

Advise Mr Charles on whether or not he is an employee. **(25 Marks).**

10/1 PM