



**ZIMBABWE EZEKIEL GUTI UNIVERSITY**

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**FACULTY OF HERITAGE, HUMANITIES AND SOCIETAL ADVANCEMENT**

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**DEPARTMENT OF SOCIAL WORK AND APPLIED PSYCHOLOGY**

**EXAMINATION PAPER**

**COURSE CODE** : CHR122  
**COURSE TITLE** : INDUSTRIAL RELATIONS  
**SPECIAL REQUIREMENTS** : NONE  
**DURATION** : 3 Hours  
**LEVEL** : 2.2  
**DATE** :

25 NOV 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 (25marks)**

Discuss any forms of leave available in employment relationship of Zimbabwe

**Question 2 (25marks)**

Does labour Act provide a level ground among employment parties. Making reference to contemporary labour Act provisions

**Question 3(25marks)**

Critically analyze unfair labour practices encountered in organizations making reference to foreign owned Zimbabwe private organization.

**Question 4 (25marks)**

Highlight the Fundamental rights of employees as prescribed by the staking instrument in Zimbabwe.

**Question 5 (25marks)**

Critically examine the duties of employees in an employment contact making reference to Labour Act.

**Question 6 (25marks)**

Discuss any five characteristics of collective bargaining

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