

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

LABOUR LAW (HCM 206/BS227)

 **JUN 2023**

TIME: THREE HOURS

INSTRUCTIONS TO CANDIDATES

1. Answer **any four** questions.
2. Start the answer to each question on a fresh page.

INFORMATION TO CANDIDATES

1. No cellphones and any other unauthorised materials are allowed into the examination room.
2. Each question carries 25 marks.

QUESTION 1

Discuss the obligations of both the employer and the employee as enshrined in Zimbabwean labour laws [25 marks]

QUESTION 2

Analyse the remedies available to any aggrieved party in the contract of employment [25 marks]

QUESTION 3

Evaluate the role played by the arbitrator in arbitration as a dispute resolution mechanism and comment on the effectiveness of arbitration in Zimbabwe [25 marks]

QUESTION 4

Examine the problems and challenges of collective bargaining in Zimbabwe. [25 marks]

QUESTION 5

To what extent does the Labour Act Chapter 28:01 mediate the relationship between employee, employers, trade unions and the government in Zimbabwe? [25 marks]

QUESTION 6

Evaluate the effectiveness of Trade Unionism in Zimbabwe [25 marks]

*****END OF PAPER*****