

BINDURA UNIVERSITY OF SCIENCE EDUCATION  
FACULTY OF AGRICULTURE AND ENVIRONMENTAL SCIENCES  
DEPARTMENT OF ENVIRONMENTAL SCIENCES  
BACHELOR OF SCIENCE HONOURS DEGREE IN SAFETY, HEALTH AND  
ENVIRONMENTAL MANAGEMENT  
ESM407: INDUSTRIAL LABOUR RELATIONS (1)

DURATION: 2 HRS

TOTAL MARKS: 70

**INSTRUCTIONS TO CANDIDATES**

Answer question 1 and any other two.

JUN 2024

**SECTION A**

1. (a) Define the following in relation to industrial labour relations:

- |       |                         |           |
|-------|-------------------------|-----------|
| i.    | Unitarist theory,       | [2 Marks] |
| ii.   | Pluralist theory,       | [2 Marks] |
| iii.  | Craft trade Union       | [2 Marks] |
| iv.   | Blue collar trade Union | [2 Marks] |
| v.    | Picketing               | [2 Marks] |
| vi.   | Industrial trade union  | [2 Marks] |
| vii.  | Tripartite              | [2 Marks] |
| viii. | Grievance               | [2 Marks] |
| ix.   | Grievance procedure     | [2 Marks] |
| x.    | Communication           | [2 Marks] |
| xi.   | Geraho                  | [2 Marks] |

(b) Explain any **four** major causes of industrial

disputes in Zimbabwe. [8 Marks]

**SECTION B**

2. (a) Discuss the steps that should be followed in collective bargaining. [20 Marks]
3. (a) Discuss the impacts of industrial change of means of production on industrial labour relations in Zimbabwe. [20 Marks]
4. Discuss any four theories of industrial labour relations. [20 Marks]
5. Discuss the roles of the labour court of Zimbabwe in industrial labour relations. [20 Marks]