

**BINDURA UNIVERSITY OF SCIENCE EDUCATION  
FACULTY OF COMMERCE  
DEPARTMENT OF HUMAN CAPITAL MANAGEMENT  
LABOUR LAW (HCM 206)**

**TIME: THREE HOURS**

NOV 2024

---

**INSTRUCTIONS TO CANDIDATES**

1. Answer **question 1** from section A and any other **3 questions** from section B.
2. Start the answer to each question on a fresh page.

**INFORMATION TO CANDIDATES**

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

## **SECTION A**

### **QUESTION 1**

Mrs Dube was employed as a matron at Matanda Girl High School. Her contract of employment stated that she was required to live on campus during the school term, the contract also stated that the post was a full time position although during the school holidays her services were not required. The rooms which were allocated to her were adjacent to the girl's dormitory bathrooms. She occupied the room continuously during the time she was employed by the school and not just during the school term. She was suspended from the employment in terms of the school's code of conduct and after a hearing, she was dismissed from her employment. After her dismissal she remained in the rooms. Her argument was that she had appealed against the disciplinary committee's decision to the labour court and the provisions of accommodation was part of her conditions of service.

Required advice the parties on their rights and obligations

**[25 marks]**

## **SECTION B**

### **QUESTION 2**

"The constitution of Zimbabwe Amended (No.20) Act 2013 has fully galvanised the much need the employees' rights in its bill of rights". How far true is the above assertion?  
**[25 marks]**

### **QUESTION 3**

How valid is the view that the use of arbitration procedure to solve labour disputes in Zimbabwe should be abolished.  
**[25 marks]**

#### **QUESTION 4**

With reference to decided case law authorities, discuss how courts has interpreted and interpreted the employers vicarious liability for delicts of employees [25 marks]

#### **QUESTION 5**

Discuss any 3 forms of unfair labour practices committed by trade union or workers committee by act or omission in the labour act chapter 28:01 [25 marks]

#### **QUESTION 6**

Discuss the contractual obligations of the employer as enshrined in Zimbabwean labour laws [25 marks]

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