

**MANICALAND STATE UNIVERSITY
OF
APPLIED SCIENCES**

**FACULTY OF APPLIED SOCIAL SCIENCES
HUMAN RESOURCE MANAGEMENT DEPARTMENT
ELEMENTS OF LABOUR LAW
CODE: HHRM 221**

**SESSIONAL EXAMINATIONS
JANUARY 2021**

DURATION: 3 HOURS

EXAMINER: MR C. SAUTI

INSTRUCTIONS & INFORMATION

- 1. Section A is compulsory*
 - 2. Answer any **three** other questions from section B*
 - 3. All questions carry equal marks*
 - 4. Total marks 100*
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SECTION A

1. 'The Labour Act (CHAPT 28:01) is an instrument for advancing social justice and democracy at the workplace.' Discuss. **(25 marks)**

SECTION B

2. Discuss the following in terms of the Act:
 - a) Unfair labour practices by the employer **(10 marks)**
 - b) Unfair labour practices by Trade union or Workers Committee. **(15 marks)**
3. Using relevant sources of Law in Zimbabwe, examine the steps to be taken in a lawful strike. **(25 marks)**
4. (a) Giving relevant examples, distinguish a dispute of interest from a dispute of right. **(10 marks)**

(b) Discuss any **three** mechanisms for resolution of disputes in an employment relationship. **(15 marks)**
5. The Labour Law seeks to address the inequality of bargaining power inherent in the employment relationship. Discuss the notion in terms of relevant legislation. **(25 marks)**
6. Examine the alternative measures for retrenchments in Zimbabwean laws. **(25 marks)**

END OF EXAMINATION