



**REFORMED CHURCH UNIVERSITY**

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**FACULTY OF COMMERCE**

**BACHELOR OF COMMERCE HONOURS DEGREE IN HUMAN  
RESOURCES, LABOUR AND INDUSTRIAL RELATIONS**

**LABOUR LAW**

**HHRM.224**

**PART 2 SEMESTER 1 EXAMINATION**

**TOTAL MARKS [100]**

**DATE: DECEMBER 2022**

**TIME: 3 HOURS**

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**INSTRUCTIONS**

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any* other **three (3)**
3. Each question carries **25 marks**
4. Start each question on a new page

1. Discuss the fundamental duties of the employer and employee in an employment contract. (25)
2. With the aid of cases define the following types of employees
  - (i) Contracts of indefinite duration (5)
  - (ii) Fixed term contracts (5)
  - (iii) Casual employees (5)
  - (iv) Seasonal contracts (5)
  - (iv) Probation contracts (5)
3. Discuss whether the recognition of employees' right to trade unionism in the Zimbabwean legal framework is consistent with international standards. (25)
4. 'A common outcry from investors in Zimbabwe is the perception that labour laws in Zimbabwe are highly protective of the worker.' Discuss. (25)
5. Sick leave and compassionate leave are prone to abuse by employees. Evaluate this statement citing relevant examples. (25)
6. NSSA should not be a compulsory scheme. Discuss this assertion citing relevant examples. (25)

***End of Paper***