



**REFORMED CHURCH UNIVERSITY**

---

**FACULTY OF COMMERCE**

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

**LABOUR LAW**

**HHRM 224**

**PART 2 SEMESTER 1**

**Total Marks [100]**

**DATE: DECEMBER 2024**

**Time: 3 Hours**

---

**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. Explain the long and short term benefits provided under the National Social Security Authority. (25 Marks)
2. Examine the reasons behind the setting up of special courts under the labour Act instead of letting any conflict between employer and employee be resolved in ordinary courts (25 Marks)
3. Discuss the regulatory powers of the Minister as enshrined in the Labour Act. (25 Marks)
4. Examine any 5 ways that are provided in the labour law for regulating employment in Zimbabwe. (25 Marks)
5. Discuss any 5 sources of labour law in Zimbabwe. (25 Marks)
6. Examine the strengths and weaknesses of the National Social Security Authority as a social security body in Zimbabwe. (25 Marks)

**END OF PAPER**