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MG 413 UAB Overview of Employment Law

**INTRODUCTION TO BUSINESS LAW know the rights
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The main sources of employment law are the
Constitution of Zimbabwe 2013, the Labour Act
[Chapter 28:01] (“the Labour Act”) and the various
regulations promulgated thereunder, industry-specific
Collective Bargaining Agreements, common law,
judicial precedents and authoritative texts. 1.2 What
types of worker are protected by employment law?
How are different types of worker distinguished?

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Labour Law Zimbabwe – Employment laws and rights
for ...

University of Zimbabwe Student Law Review Journal;
Zimbabwe Rule of Law Journal; The Zimbabwe
Electronic Law Journal. Case note on Zimbabwe Law
Officers Association & Anor v National Prosecuting
Authorities & Ors CCZ -1-19; Guilt by association: the
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The Labour Act [Chapter 28:01] | Zimbabwe Legal ...
Description. This is a comprehensive textbook on
Zimbabwean labour law. After detailing the history
and purpose of the law, it offers a comprehensive
review of contracts of employment, termination, the
rights of organisation and association, and collective
bargaining. Dispute settlement is discussed within the
contexts of the right to strike, conciliation and
arbitration, and the role of the courts in adjudication.

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On 10 June 1891, the first important instrument relevant to labour was promulgated. This was a Proclamation by the High Commissioner at the Cape which provided that the law to apply in Zimbabwe was to be the law applying at the Cape of Good Hope as at that date.

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summary. This is a comprehensive textbook on Zimbabwean labour law. After detailing the history and purpose of the law, it offers a comprehensive review of contracts of employment, termination, the rights of organisation and association, and collective bargaining. Dispute settlement is discussed within the contexts of the right to strike, conciliation and arbitration, and the role of the courts in adjudication.

Project MUSE - Labour Law in Zimbabwe

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Published 2006 by Zimbabwe Labour Centre and Institute of Commercial Law, University of Zimbabwe in Harare, Zimbabwe.

Labour & employment law in Zimbabwe (2006 edition) | Open ...

Most workers in Zimbabwe are on fixed term contracts. According to labour law, fixed term

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contracts expire at the end of the term specified. Employment maybe terminated by mutual agreement. However, in some cases employees have been fixed term contract workers for 10-16 years.

Employment Contract in Zimbabwe, Fixed Term Employment ...

studying for his PhD, he accepted a permanent lecturership in the Law Faculty at the University of Zimbabwe. Since then, Madhuku has taught introduction to law, constitutional law, labour law, jurisprudence (legal theory), tax law, and banking law and has published extensively in these areas. He is currently Chair-

An introduction to Zimbabwean law

1LabourRelationsAct until 7th March, 2003, when the short title was changed to the present Labour Act by Act 17/2002.

Zimbabwe Labour Act - Refworld

It would be an unfair labour practice in terms of section 6 (d) of the Labour Act. The section stipulates that, “No employee shall require any employee to work under any conditions or situations which are below those prescribed by law or by the conventional practice...for the protection of employees”. Further, section 65 of the Constitution of Zimbabwe provides that every person has a right to fair and safe labour practices.

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Labour law was created to aid the employee in his relationship against the employer. Its thrust is to curtail excesses by the employer which flow from the unequal bargaining power between the two parties. Among others, the employer's right to terminate on notice has been left for the parties to agree on.

Amendments to the Zimbabwean Labour Act [Chapter 28:01 ...

Zimbabwe's Legal system consists of the Common law (non statutory or unwritten Anglo Roman Dutch Law) Legislation Case Law (Precedent) and Customary Law. With the exception of Criminal Law, which has recently been reformed and codified, Zimbabwe's law is not codified.

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The Law in Zimbabwe - GlobalLex

Zimbabwe has adopted legislation to prohibit, or place severe restrictions on, the employment of children in accordance with the CRC and ILO Conventions. In spite of these efforts, child labour still continues to exist on a large scale. It seems there is a lack of enforcement and monitoring of child labour laws.

This is a comprehensive textbook on Zimbabwean labour law. After detailing the history and purpose of the law, it offers a comprehensive review of contracts of employment, termination, the rights of organisation and association, and collective bargaining. Dispute settlement is discussed within the contexts of the right to strike, conciliation and arbitration, and the role of the courts in adjudication. State employment is treated separately, as it is governed by constitutional law as well as labour law. The book concludes with chapters covering aspects of social security in Zimbabwe, and a discussion on international labour law.

I base this volume on observations I have made over the past 10 years as a human resources practitioner and a law student in Zimbabwe. Labour law is not

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static. Every year our courts continue to interpret and change our understanding of the labour law landscape. The coming in of the new Constitution in 2013 has also contributed and continues to contribute to this transformation. This book captures some of the changes happening in our labour law. In it, I discuss selected topics and case law that I find intriguing. The themes captured in this work represent what one might routinely interface with, in as far as labour law in Zimbabwe is concerned. They answer the basic questions that the ordinary person in the street might have. Future volumes will explore more of such themes.

Labour law has traditionally aimed to protect the employee under a hierarchy built on constitutional provisions, statutory law, collective agreements at various levels, and the employment contract, in that order. However, in employment regulation in recent years, 'flexibility' has come to dominate the world of work - a set of policies that reshuffle the relationship among the fundamental pillars of labour law and inevitably lead to degrading the protection of employees. This book, the first-ever to consider the sources of labour law from a comparative perspective, details the ways in which the traditional hierarchy of sources has been altered, presenting an international view on major cross-cutting issues followed by fifteen country reports. The authors' analysis of the changing hierarchy of labour law sources in the light of recent

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trends includes such elements as the following: the constitutional dimension of labour rights; the normative intervention by the State; the regulatory function of collective bargaining and agreements; the hierarchical organization of labour law sources and the 'principle of favour'; the role played by case law in both common law and civil law countries; the impact of the European Economic Governance; decentralization of collective bargaining; employment conditions as key components of global competitive strategies; statutory schemes that allow employees to sign away their rights. National reports – Australia, Brazil, China, Denmark, France, Germany, Hungary, Italy, Poland, Russia, Spain, Sweden, South Africa, the United Kingdom and the United States – describe the structure of labour law regulations in each legal system with emphasis on the current state of affairs. The authors, all distinguished labour law scholars in their countries, thus collectively provide a thorough and comprehensive commentary on labour law regulation and recent tendencies in national labour laws in various corners of the globe. With its definitive analysis of such crucial matters as the decentralization of collective bargaining and how individual employment contracts can deviate from collective agreements and statutory law, and its comparison of representative national labour law systems, this highly informative book will prove of inestimable value to all professionals concerned with employment relations, labour disputes, or labour market policy, especially in the context of multinational workforces.

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