

Name _____ Index No _____ / _____

1908/202
ELEMENTS OF LABOUR LAW AND
INDUSTRIAL RELATIONS
November 2014
Time: 3 Hours

Candidate's Signature _____

Date _____



THE KENYA NATIONAL EXAMINATIONS COUNCIL

**CRAFT CERTIFICATE IN HUMAN RESOURCE MANAGEMENT
MODULE II**

ELEMENTS OF LABOUR LAW AND INDUSTRIAL RELATIONS

3 Hours

INSTRUCTIONS TO CANDIDATES

Write your name and index number in the spaces provided at the top of this page.
Sign and write the date of the examination in the spaces provided above.
This paper consists of **FIFTEEN** questions in **TWO** sections; **A** and **B**.
Answer **ALL** the questions in section **A** and any **FOUR** questions from section **B**.
Write your answers in the spaces provided in this question paper.
Do **NOT** remove any page from this booklet.
Candidates should answer the questions in English.

For Examiner's Use only

Section	Question	Maximum Score	Candidate's Score
A	1 - 10	32	
B		17	
		17	
		17	
		17	
TOTAL		100	

This paper consists of 16 printed pages.

Candidates should check the question paper to ascertain that all the pages are printed as indicated and that no questions are missing.

Turn over

SECTION A (32 marks)

Answer ALL questions in this section.

1. Outline **four** sources of labour law in Kenya. (4 marks)

2. State **four** instances upon which wages of an employee shall be deemed to be due. (4 marks)

3. Explain **four** functions of the Industrial Training Council. (4 marks)

4. Outline **three** particulars contained in an application for registration of a trade union. (3 marks)

5. Explain the purposes of joint consultation between management and workers representatives in an organisation. (4 marks)

6. State the steps which the Industrial Court may take upon receiving a collective bargaining agreement for registration. (3 marks)

7. In relation to labour relations, explain:

a strike

(1 marks)

a dispute

(1 marks)

8. State **three** causes of industrial disputes in Kenya.

(3 marks)

9. Outline **three** reasons which may lead to summary dismissal of an employee.

(3 marks)

10. Name any **two** trade unions registered in Kenya.

(2 marks)

SECTION B (68 marks)

*Answer any **FOUR** questions in this section.*

11. (a) Outline **six** objectives of Trade Union Law. (9 marks)
- (b) Explain **four** obligations of an employer towards his employees. (8 marks)
12. (a) Explain steps which the minister in charge of labour should take regarding a trade dispute that has been reported to him. (9 marks)
- (b) Outline the remedies available to an employees organisation which is not satisfied with the minister's order regarding a trade dispute report to him. (8 marks)
13. (a) Explain the circumstances under which the industrial court may decline to take cognizance of a trade dispute. (9 marks)
- (b) Outline **four** provisions that govern registration of collective bargaining agreements. (8 marks)
14. (a) State **six** objectives of grievance handling procedures. (8 marks)
- (b) Explain three responsibilities of an employer in enhancing good industrial relations in an organisation. (9 marks)
15. (a) Some employers discourage their employees from joining a trade union. Explain the reasons for this. (9 marks)
- (b) Explain four objectives of the Central Organisation of Trade Unions (COTU). (8 marks)