

Name: _____

Index No. _____ / _____

1908/202

**ELEMENTS OF LABOUR LAW
AND INDUSTRIAL RELATIONS**

November 2015

Time: 3 hours

Candidate's Signature: _____

Date: _____



THE KENYA NATIONAL EXAMINATIONS COUNCIL

CRAFT CERTIFICATE IN HUMAN RESOURCE MANAGEMENT

ELEMENTS OF LABOUR LAW AND INDUSTRIAL RELATIONS

3 hours

INSTRUCTIONS TO CANDIDATES

Write your name and index number in the spaces provided above.

Sign and write the date of examination in the spaces provided above.

This paper consists of TWO section; A and B.

Answer ALL questions in Section A and any FOUR questions from Section B in the spaces provided in this question paper.

All questions carry equal marks.

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 Score		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.

SECTION A (32 marks)

Answer ALL questions in this section.

1. State **three** forms of employment relationships stipulated in the Employment Act 2007. (3 marks)

2. Outline **three** roles of the labour and industrial relations officer in an organisation. (3 marks)

3. List **four** categories of trade unions in Kenya. (4 marks)

4. Outline **three** objectives the law seeks to achieve in Kenya. (3 marks)

5. Outline **three** effects of industrial disputes on an organisation. (3 marks)

6. List the **four** categories of membership of the Federation of Kenya Employers (FKE). (4 marks)
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7. List the **three** parties to the Industrial Relations Charter. (3 marks)
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8. Outline **three** functions of the Employment and Labour Relations Court (Industrial Court). (3 marks)
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9. Outline **three** benefits that an employer may derive from a collective bargaining agreement. (3 marks)
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10. Outline **three** reasons why a trade union may not be affiliated to the Central Organisation of Trade Union (COTU). (3 marks)
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