

1908/202  
ELEMENTS OF LABOUR LAW  
AND INDUSTRIAL RELATIONS  
November 2016  
Time: 3 hours



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**

*This paper consists of TWO sections; A and B.*

*Answer ALL the questions in section A and any FOUR questions in section B in the answer booklet provided.*

*Candidates should answer the questions in English.*

**This paper consists of 3 printed pages.**

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

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**SECTION A (32 marks)**

*Answer ALL the questions in this section.*

1. State **three** types of trade unions. (3 marks)
2. Outline **three** signs of potential grievances in an organisation. (3 marks)
3. State **three** beneficiaries entitled to claim under the Work Injury and Benefits Act. (3 marks)
4. Highlight **four** benefits that workers may get by joining a trade union. (4 marks)
5. Name **three** categories of membership to the Federation of Kenya Employers Association. (3 marks)
6. State **three** classification of law. (3 marks)
7. State **three** types of collective bargaining agreements. (3 marks)
8. Outline **three** characteristics of the colonial labour laws. (3 marks)
9. State **three** parties to the Industrial Relations Charter. (3 marks)
10. Outline **four** responsibilities of the minister in charge of labour. (4 marks)

*Handwritten calculations:*  
11.30  
3.00  
12.00  
15.00 = 3.00

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**SECTION B (68 marks)**

*Answer any FOUR questions from this section.*

11. (a) Explain **six** benefits of using the Employment and Labour Relations Court to settle Industrial disputes. (9 marks)
- (b) Outline **four** obligations of a member to his or her trade union. (8 marks)
12. (a) Highlight **six** matters that may be properly referred to collective bargaining. (9 marks)
- (b) Explain **four** ways in which labour laws ensure smooth industrial relations. (8 marks)
13. (a) Outline **six** situations that may lead to termination of an employment contract. (9 marks)
- (b) Explain **four** ways in which the Central Organisation of Trade Unions (COTU) contributes to good industrial relations. (8 marks)

- ~~14.~~ (a) Explain **six** circumstances under which an industrial strike would be illegal. (9 marks)
- (b) Outline **four** government responsibilities as stipulated in the Industrial Relations Charter. (8 marks)
- ~~15.~~ (a) Explain **six** ways in which the employer may enhance good labour relations in an organisation. (9 marks)
- (b) Explain **four** factors that may have contributed to increased industrial harmony in Kenya today. (8 marks)

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