

3352

2906/302

**LABOUR AND INDUSTRIAL
RELATIONS**

July 2019

Time: 3 hours



THE KENYA NATIONAL EXAMINATIONS COUNCIL

**DIPLOMA IN BUSINESS MANAGEMENT
MODULE III**

**BUSINESS EDUCATION SINGLE AND GROUP CERTIFICATE
EXAMINATIONS**

STAGE III

LABOUR AND INDUSTRIAL RELATIONS

3 hours

INSTRUCTIONS TO CANDIDATES

*This paper consists of **SEVEN** questions.*

*Answer any **FIVE** questions in the answer booklet provided.*

All questions carry equal marks.

Candidates should answer the questions in English.

This paper consists of 2 printed pages.

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

1. (a) Outline **five** objectives that labour laws aim to achieve in a country. (10 marks)
Handwritten notes: -> To provide a dispute free environment for trade union, employers and employees. -> To recreate a relation between trade union, employers and employees. -> To provide a way for settlement and compensation. -> Ensure the economic condition.
- (b) Highlight **five** responsibilities of the government as outlined in the Industrial Relations charter. (10 marks)
Handwritten notes: - Licenses - Provide a conducive working environment -> To give roles to be followed by government and industrial organizations.
2. (a) Highlight **four** roles played by the Employment and Labour Relations court in relation to trade disputes. (8 marks)
Handwritten notes: Give award ->
- (b) Explain **six** circumstances under which an industrial strike by workers may be considered unlawful. (12 marks)
3. (a) Describe the steps that are involved in the conciliation process. (10 marks)
- (b) Highlight **five** measures that management should take to ensure effective implementation of the ethical code of conduct in an organization. (10 marks)
4. (a) Explain **five** conditions that a trade union should meet to qualify for registration by the registrar of trade unions. (10 marks)
- (b) Outline **five** ways in which management may minimize grievances at the work place. (10 marks)
5. (a) Explain **five** measures that the National Industrial Training Authority (NITA) may take to enhance the effectiveness of training schemes for workers. (10 marks)
- (b) Outline the provisions of the Occupations Safety and Health Act in relation to the Welfare of employees at the work place. (10 marks)
Handwritten notes: -> Provide protective gear -> Training of employee on how to handle settings at work.
6. (a) Explain **six** situations when employee wages are considered due. (12 marks)
Handwritten notes: -> Overcrowding -> Drafting and flooring -> Provide well ventilated rooms -> Lighting
- (b) In relation to the Work Injury Benefit Act (WIBA), outline **four** conditions that should be met for an employee to be compensated in the event of an accident at the work place. (8 marks)
7. (a) Highlight **six** obligations of an individual employee to the employer as stipulated in the contract of employment. (12 marks)
- (b) Outline **four** activities that constitute child labour. (8 marks)

THIS IS THE LAST PRINTED PAGE.