

Name _____

Index No. _____

2908/202

LABOUR AND INDUSTRIAL LAW

July 2015

Time: 3 hours

Candidate's Signature _____

Date _____



THE KENYA NATIONAL EXAMINATIONS COUNCIL

**DIPLOMA IN HUMAN RESOURCE MANAGEMENT
MODULE II**

LABOUR AND INDUSTRIAL LAW

3 hours

INSTRUCTIONS TO CANDIDATES

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

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

This paper consists of SEVEN questions.

Answer any FIVE questions in the spaces provided in this question paper.

All questions carry equal marks.

Do NOT remove any page from this question paper.

Candidates should answer the questions in English.

For Examiner's Use Only

Question	1	2	3	4	5	6	7	TOTAL SCORE
Candidate's Score								

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.

1. (a) Explain **five** functions of labour laws in Kenya. (10 marks)
(b) Explain **five** challenges faced by trade unions during the colonial period in Kenya. (10 marks)
2. (a) Explain **five** elements contained in a collective bargaining agreement. (10 marks)
(b) Outline the procedures used by the industrial court when a dispute is reported. (10 marks)
3. (a) In reference to employment law, state **five** deductions which an employer may effect from the wages of his employees. (10 marks)
(b) Explain **five** implied duties of an employer imposed by law. (10 marks)
4. (a) Outline **five** reasons which would make the Registrar of Trade Unions decline to register a trade union. (10 marks)
(b) Explain **five** actions that the Minister may take after receiving a tripartite committee's report on a trade dispute. (10 marks)
5. (a) Outline **five** benefits an employee is entitled to during his employment period according to labour laws. (10 marks)
(b) State **five** undertakings which are classified as essentials services under the labour laws. (10 marks)
6. (a) Discuss **five** methods used by the colonial government to acquire African labour. (10 marks)
(b) Outline **five** ways in which labour legislation enhances industrial relations. (10 marks)
7. (a) Explain **five** ways in which the International Labour Organization (ILO) promotes good labour relations. (10 marks)
(b) Outline **five** ways in which a contract of employment can be terminated. (10 marks)