



**TECHNICAL UNIVERSITY OF MOMBASA**  
***Faculty of Business & Social Studies***

DEPARTMENT OF BUSINESS STUDIES

DIPLOMA IN HUMAN RESOURCE MANAGEMENT

**BHR 2202: INDUSTRIAL AND LABOUR LAWS**

END OF SEMESTER EXAMINATIONS

**SERIES:** APRIL 2015

**TIME:** 2 HOURS

**INSTRUCTIONS:**

- This paper consists of **FIVE** questions.
- Answer question **ONE (Compulsory)** and any other **TWO** questions.
- Do not write on the question paper

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

### **QUESTION 1 (Compulsory)**

- a) What is labour law? Explain **FIVE** factors which led to the development of labour law in Kenya. **(12 marks)**
- b) Outline the minimum employment rights and benefits under Employment Act. **(10 marks)**
- c) Describe the objectives of labour law review. **(8 marks)**

### **QUESTION 2**

Discuss the general provisions of employment under the Employment Act 2007. **(20 marks)**

### **QUESTION 3**

- a) Explain the jurisdiction of the Industrial Court under the industrial Court Act. **(10 marks)**
- b) Explain the contents of wages order under the Labour Institutions Act 2007. **(10 marks)**

### **QUESTION 4**

- a) Outline **SIX** steps that the Minister of Labour may take upon receipt of a trade dispute. **(12 marks)**
- b) Outline **FOUR** advantages of arbitration as a mode of settling industrial disputes. **(8 marks)**

### **QUESTION 5**

- a) Describe the consequences of cancellation of registration of a trade union. **(10 marks)**
- b) Briefly explain the duties and obligations of occupier in relation to the provisions of the Occupational Safety and Health Act. **(10 marks)**