



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

DEPARTMENT OF BUSINESS STUDIES

UNIVERSITY EXAMINATIONS FOR DEGREE IN  
BACHELOR OF BUSINESS ADMINISTRATION  
BACHELOR OF COMMERCE  
(HRM OPTION)

**BHR 4405: LABOUR LAWS**

END OF SEMESTER EXAMINATIONS

**SERIES: APRIL 2015**

**TIME: 2 HOURS**

**INSTRUCTIONS:**

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

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

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**QUESTION 1 (Compulsory)**

- a) Discuss the provisions regulating payment of wages in employment contracts. **(10 marks)**
- b) Write short explanatory notes on worst form of child labour. **(10 marks)**
- c) Explain the provisions regulating trade union funds. **(10 marks)**

**QUESTION 2**

Discuss why it is important to have employment contracts specially regulated. **(20 marks)**

### **QUESTION 3**

- a) Highlight the objectives of the Labour Relations Act 2007. **(10 marks)**
- b) Under what circumstances may the registrar of trade unions cancel a registered trade union? **(10 marks)**

### **QUESTION 4**

- a) What constitutes unlawful strikes? **(10 marks)**
- b) Explain the obligations of an employer in a contract of employment. **(10 marks)**

### **QUESTION 5**

- a) What is the meaning of unfair dismissal? State what may constitute unfair dismissal from employment? **(10 marks)**
- b) Explain the various types of employment contracts recognized in the Employment Act 2007. **(10 marks)**