



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

BHR 4405: LABOUR LAWS

SPECIAL/SUPPLEMENTARY EXAMINATIONS

SERIES: MARCH 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

QUESTION 1 (Compulsory)

- a) Explain the following principles as used in the Employment Act 2007:
- i) Discrimination **(8 marks)**
 - ii) Forced labour **(6 marks)**
 - iii) Sexual harassment **(6 marks)**
- b) Explain the following terms as defined in the Employment Act 2007.
- i) Industrial undertaking. **(5 marks)**
 - ii) Worst form of child labour. **(5 marks)**

QUESTION 2

One of the reasons for overhauling our labour laws was the need to enhance freedom of association and effective recognition of the right to bargaining. Briefly explain how this right is exercised under the labour relations Act 2007. **(20 marks)**

QUESTION 3

- a) Under what circumstances may an employee be summarily dismissed. **(10 marks)**
- b) Explain the procedure followed in case where employment is terminated by redundancy. **(10 marks)**

QUESTION 4

- a) Discuss the rights and privileges enjoyed by a registered trade union. **(10 marks)**
- b) Under what circumstances may the registrar of trade union refuse to register a trade union? **(10 marks)**

QUESTION 5

Write short notes on the following:

- a) Powers and functions of the Industrial Court. **(10 marks)**
- b) Functions of the National Labour Council. **(10 marks)**