



**TECHNICAL UNIVERSITY OF MOMBASA**  
***School of Business***

DEPARTMENT OF BUSINESS ADMINISTRATION  
UNIVERSITY EXAMINATIONS FOR DEGREE IN  
BACHELOR OF BUSINESS ADMINISTRATION

**BHR 4405: LABOUR LAW**

END OF SEMESTER EXAMINATIONS

**SERIES: MAY 2016**

**TIME: 2 HOURS**

**Instructions to Candidates**

You should have the following for this examination

- *Answer Booklet*
- *Examination Pass*
- *Student ID*

This paper consists of five questions.

Attempt question ONE (Compulsory) and any other TWO questions

This paper consists of **TWO** printed pages

**Do NOT write on the question paper**

**Mobile phones are NOT allowed in the examination room**

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**QUESTION 1 (Compulsory)**

- a) Define a trade union and explain, the rules relating to registration of a trade union. **(14 marks)**
- b) Write short explanatory notes on notes on the law regulating redundancy in Kenya. **(6 marks)**

**QUESTION 2**

- a) Explain how the Employment Act 2007 protects children in Kenya. **(16 marks)**
- b) Identify the objectives of the Labour relations Act. **(4 marks)**

**QUESTION 3**

- a) The Employment Act prohibits sexual harassment. Explain the provisions relating to sexual harassment at the work place. **(14 marks)**
- b) Distinguish a Collective Bargaining Agreement from a Recognition Agreement. **(6 marks)**

#### **QUESTION 4**

- a) “The foundational principles of Labour Law regulation in Kenya is based on social equity/or justice and human dignity” Anonymous  
Discuss how labour laws provisions in Kenya conform or do not conform to these principle. **(14 marks)**
- b) What is the mandate and powers of the Labour Court? **(6 marks)**

#### **QUESTION 5**

- a) Discuss the law relating to safety and health at the workplace. **(10 marks)**
- b) Draft an employment contract. **(10 marks)**