



TECHNICAL UNIVERSITY OF MOMBASA
Faculty of Business & Social Studies

DEPARTMENT OF BUSINESS STUDIES

UNIVERSITY EXAMINATIONS FOR DEGREE IN
BACHELOR OF BUSINESS ADMINISTRATION

BHR 4405: LABOUR LAW

SUPPLEMENTARY/SPECIAL EXAMINATIONS

SERIES: JULY 2014

TIME: 2 HOURS

INSTRUCTIONS:

- Answer Question **ONE (Compulsory)** and any other **TWO** questions.
This paper consists of Two printed pages
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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)**