



# TECHNICAL UNIVERSITY OF MOMBASA

---

SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

**UNIVERSITY EXAMINATION FOR:**

**DIPLOMA IN HUMAN RESOURCE MANAGEMENT**

**BHR 2202: INDUSTRIAL AND LABOUR LAWS**

**END OF SEMESTER EXAMINATION**

**SERIES: DECEMBER 2016**

**TIME: 2 HOURS**

**DATE:** Pick Date Dec 2016

## Instructions to Candidates

You should have the following for this examination

-Answer Booklet, examination pass and student ID

This paper consists of **FIVE** questions. Attempt question ONE (Compulsory) and any other **TWO** questions.

**Do not write on the question paper.**

---

## **SECTION A (Compulsory) 30 Marks**

### **Question ONE**

- a) An employment contract must describe the terms of employment. Discuss five particulars that should be contained in the contract (10 marks)
- b) Define sexual harassment and explain how the Employment Act seeks to protect the employees from sexual harassment (10 marks)
- c) Name and explain the types of leave the employee is entitled to (10 marks)

## **SECTION B**

### **Question TWO**

- a) Answer both questions.
  - i. Briefly discuss certificate of service (5 marks)

ii. Describe the term essential services and list four (4) essential services outlined in the Labour Relations Act (5 marks)

b) Define the recognition agreement and the provisions outlined in the act for a trade union to be recognized (10 marks)

**Question THREE**

a) State the minimum age of employment and name five forms of child labour (10 marks)

b) Describe the role of Labour Laws in the employer-employee relationship (10 marks)

**Question FOUR**

a) State and explain the three ways to end a contract of employment as outlined in the Employment Act. (10 marks)

b) Discuss the Constitutional provisions that seek to protect the rights of the employer and employee (10marks)

**Question FIVE**

a) International Labour Organization (ILO) has passed conventions that have impacted heavily upon labour laws in Kenya. Outline any five International Labour Law Conventions adopted in Kenya and discuss their importance to an employment relationship (10 marks)

b) State and explain five (5) provisions in the Employment Act that protect the employee (10 marks)