



# TECHNICAL UNIVERSITY OF MOMBASA

## *Faculty of Business & Social Studies*

DEPARTMENT OF BUSINESS STUDIES

UNIVERSITY EXAMINATIONS FOR DEGREE IN  
BACHELOR OF BUSINESS ADMINISTRATION

### **BHR 4428: LABOUR LAWS**

END OF SEMESTER EXAMINATIONS

**SERIES:** AUGUST 2013

**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)**

- Industrial Relations charter is the back bone of industrial relations system in Kenya. In view of the above, Discuss any six (6) provisions of Industrial Relations charter as agreed by the stakeholders. (18marks)
- Explain how the law protects the rights of female employees in relation to maternity leave as outlined in the Employment Act of 2007. (12marks)

#### **QUESTION 2**

- Discuss the sources of labor laws in Kenya. (10marks)
- In relation to the law governing employment, explain five deductions that an employer may make from the wages of his employee. (10marks)

#### **QUESTION 3**

- Outline the Rights of Trade Unions as enshrined in the labor relations Act 2007. (10marks)
- Explain the use of trade Union funds as stipulated in the labor relations. (10marks)

#### **QUESTION 4**

- a) Describe the areas covered in a written employment contract. (10marks)
- b) Discuss the general provisions on Health as provided for by the occupational safety and Health Act 2007. (10marks)

#### **QUESTION 5**

Discuss the process of dispute resolution as set out in the labour Relations Act 2007. (20marks)