



GARISSA UNIVERSITY

UNIVERSITY EXAMINATION **2017/2018** ACADEMIC YEAR **ONE**
SECOND SEMESTER EXAMINATION

SCHOOL OF BUSINESS & ECONOMICS

FOR THE DEGREE OF BACHELOR OF BUSINESS MANAGEMENT

COURSE CODE: BHR 106

COURSE TITLE: LABOUR AND INDUSTRIAL LAWS

EXAMINATION DURATION: 3 HOURS

DATE: 11/04/18

TIME: 09.00-12.00 PM

INSTRUCTION TO CANDIDATES

- The examination has **SIX (6)** questions
- Question **ONE (1)** is **COMPULSORY**
- Choose any other **THREE (3)** questions from the remaining **FIVE (5)** questions
- Use sketch diagrams to illustrate your answer whenever necessary
- Do not carry mobile phones or any other written materials in examination room
- Do not write on this paper

This paper consists of **TWO (2)** printed pages

please turn over



QUESTION ONE (COMPULSORY)

- (a) Define the following terms:
- i. Employer [2 marks]
 - ii. Employee [2 marks]
 - iii. Undertaking [2 marks]
- (b) Which are the parties to a collective agreement [4 marks]
- (c) How is a conciliation commission established [3 marks]
- (d) Differential treatment is prohibited on the basis of [4 marks]
- (e) Outline some of the questions that an individual should not be subjected to in an interview [4 marks]
- (f) State clearly, what is meant by work remuneration [4 marks]

QUESTION TWO

- (a) Discuss the principle of equal rights as applied in labor law. [6 marks]
- (b) Which are the duties of employee's representatives? [9 marks]

QUESTION THREE

- (a) Describe the law applicable to contracts of employment and employment legal relationships. [10 marks]
- (b) Outline why a collective agreement may be terminated before the expiry of its term. [5 marks]

QUESTION FOUR

- (a) Briefly discuss the procedures of entering into a collective agreement. [12 marks]
- (b) Clearly outline the term dispute as applied in labor laws. [3 marks]

QUESTION FIVE

- (a) In your own understanding what is the importance of studying labor laws. [10 marks]
- (b) List down some of the things that shall be included in an employment contract [5 marks]

QUESTION SIX

- (a) Discuss the various roles of an employer as outlined in the employment act [10 marks]
- (b) Which are the roles carried out by trade unions in Kenya [5 marks]

