



GARISSA UNIVERSITY COLLEGE

(A Constituent College of Moi University)

**UNIVERSITY EXAMINATION 2016/2017 ACADEMIC YEAR ONE
SECOND SEMESTER EXAMINATION**

SUPPLEMENTARY/SPECIAL EXAMINATION

SCHOOL OF EDUCATION, ARTS AND SOCIAL SCIENCES

FOR THE DEGREE OF BACHELOR OF EDUCATION (ARTS)

COURSE CODE: BHR 106

COURSE TITLE: LABOUR LAWS

EXAMINATION DURATION: 3 HOURS

DATE: 28/09/17

TIME: 2.00-5.00 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 (2mks)
 - ii) Employee (2mks)
 - iii) Undertaking (2mks)
- (b) Which are the parties to a collective agreement (4mks)
- (c) How is a conciliation commission established (3mks)
- (d) Differential treatment is prohibited on the basis of (4mks)
- (e) Outline some of the questions that an individual should not be subjected to in an interview. (4mks)
- (f) State clearly what is meant by work remuneration. (4mks)

QUESTION 2.

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

QUESTION 3.

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

QUESTION 4.

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

QUESTION 5.

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

QUESTION 6.

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

