

Name: _____ Index No. _____

2908/202

LABOUR AND INDUSTRIAL

LAW

November 2015

Time: 3 hours

Candidate's Signature: _____

Date: _____



THE KENYA NATIONAL EXAMINATIONS COUNCIL

DIPLOMA IN HUMAN RESOURCE MANAGEMENT

LABOUR AND INDUSTRIAL LAW

3 hours

INSTRUCTIONS TO CANDIDATES*Write your name and index number in the spaces provided above.**Sign and write the date of the examination in the spaces provided above.**This paper consists of **SEVEN** questions.**Answer any **FIVE** questions in the spaces provided in this question paper.**Maximum marks for each part of a question are as shown.**Do **NOT** remove any pages from this booklet.**Candidates should answer the questions in English.***For Examiner's Use Only**

Question	1	2	3	4	5	6	7	TOTAL SCORE
Candidate's Score								

This paper consists of 16 printed pages.**Candidates should check the question paper to ascertain that
all the pages are printed as indicated and that no questions are missing.**

1. (a) Some industrial accidents occur due to unsafe acts on the part of workers. Highlight these acts. (12 marks)
 - (b) Explain **four** principles on which labour laws are based. (8 marks)
 2. (a) Highlight **five** benefits that a firm may derive from training its employees through apprenticeship. (10 marks)
 - (b) Outline the measures that management should take to deal with fire outbreaks in the work place. (10 marks)
 3. (a) Explain **five** benefits of using the Labour Industrial Relations court (Industrial Court) to settle industrial disputes. (10 marks)
 - (b) Outline **five** circumstances under which an industrial strike would be illegal. (10 marks)
 4. (a) Highlight the types of information that would be contained in a contract of employment. (12 marks)
 - (b) Explain **four** rules that should be applied in determining a workman's entitlement to compensation after an injury in the workplace. (8 marks)
 5. (a) Explain **five** circumstances under which the minister in charge of labour may order an investigation in an industrial dispute in Kenya. (10 marks)
 - (b) Outline **five** obligations of a member to his trade union. (10 marks)
 6. (a) Outline **five** situations that may lead to the termination of an employment contract. (10 marks)
 - (b) Highlight **five** circumstances under which deductions made by an employer from an employee's salary are authorized. (10 marks)
 7. (a) Explain **five** reasons that make it necessary for the government to regulate wages of workers. (10 marks)
 - (b) Outline the functions the National Industrial Training Authority (Directorate of Industrial Training). (10 marks)
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