

1908/202

**ELEMENTS OF LABOUR LAW
AND INDUSTRIAL RELATIONS**

November 2021

Time: 3 hours



THE KENYA NATIONAL EXAMINATIONS COUNCIL

CRAFT CERTIFICATE IN HUMAN RESOURCE MANAGEMENT

MODULE II

ELEMENTS OF LABOUR LAW AND INDUSTRIAL RELATIONS

3 hours

INSTRUCTIONS TO CANDIDATES

This paper consists of TWO sections; A and B.

Answer ALL the questions in section A and any FOUR questions in section B in the answer booklet provided.

Candidates should answer the questions in English.

This paper consists of 3 printed pages.

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

SECTION A (32 marks)

Answer ALL the questions in this section.

1. State **three** rights that may be enjoyed by the Federation of Kenya Employers. (3 marks)
2. State **four** conditions that characterized the work place in Kenya before independence. (4 marks)
3. List **four** classifications of the laws of Kenya. (4 marks)
4. Outline **four** characteristics of a good trade union. (4 marks)
5. State **three** indicators of grievances among employees in an organization. (3 marks)
6. Outline **four** factors that should be considered when designing a training scheme for industrial workers. (4 marks)
7. Outline **two** objectives of the industrial Relations charter. (2 marks)
8. List **three** types of leave that an employee is entitled to as stipulated in the Employment Act. (3 marks)
9. Outline **two** effects of registering a Collective Agreement. (2 marks)
10. Outline **three** requirements that a trade union should meet before registration. (4 marks)

SECTION B (68 marks)

Answer any FOUR questions from this section.

11. (a) Explain **six** benefits that may accrue to an organisation that is affiliated to the Federation of Kenya Employers. (9 marks)
- (b) Explain the role of the Ministry of labour in enhancing industrial harmony in Kenya. (8 marks)
12. (a) Give **six** reasons that make collective bargaining important in an organization. (9 marks)
- (b) Explain **four** methods of dispute resolution. (8 marks)

13. (a) Outline **six** powers of the National Industrial Training board as stipulated in the Industrial Training Act. (9 marks)
- (b) Highlight **four** sources of labour laws in Kenya. (8 marks)
14. (a) Explain **six** circumstances when the Government may intervene in an individual's employment contract. (9 marks)
- (b) Explain **four** categories of trade unions in Kenya. (8 marks)
15. (a) Explain **six** principles that govern The Industrial Relations Charter. (9 marks)
- (b) Give **four** reasons that make it necessary to maintain industrial harmony in an organization. (8 marks)

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