

1. (a) Explain **six** conditions that an employer should comply with when terminating an employee's contract of service on grounds of redundancy. (12 marks)
- (b) Highlight **four** factors that may hinder effective collective bargaining. (8 marks)
2. (a) Explain **five** circumstances under which an employer may refuse to compensate an employee who is injured at the work place. (10 marks)
- (b) Highlight **five** objects on which funds of a trade union are expended. (10 marks)
3. (a) Explain **five** ways of disposing hazardous substances as per the factories and other places of work Act. (10 marks)
- (b) Outline **five** matters that the employment and labour relations court have jurisdictions to deal with. (10 marks)
4. (a) Explain **five** circumstances under which an employee may be prohibited from taking part in strikes and lock outs. (10 marks)
- (b) Explain **five** types of information that an apprentice or an indentured learner should be aware of before joining a training scheme. (10 marks)
5. (a) Explain **six** lawful deductions from employees wages, as stipulated in the Employment Act. (12 marks)
- (b) Highlight **four** benefits that employees may derive from good industrial and labour relations. (8 marks)
6. (a) Explain **five** ways in which a contract of apprenticeship or indentured learnership may be terminated. (10 marks)
- (b) Explain **five** characteristics of an effective grievance procedure. (10 marks)
7. (a) Explain **five** powers normally exercised by the occupational safety and health officers. (10 marks)
- (b) Outline **five** roles played by the Federation of Kenya Employers (FKE) in promoting good labour and industrial relations. (10 marks)

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