

14.0 LABOUR AND LAWS

180 HOURS

14.01 Introduction

This module unit is intended to equip the trainee with knowledge, skills and attitudes that will enable him/her to perform the industrial relations functions in an organization

14.02 General Objectives

By the end of this module unit, the trainee should be able to:

- a) Understand the scope of industrial and labour laws in Kenya
- b) Appreciate the importance of industrial and labour laws
- c) Apply labour and industrial laws approximately

CODE	SUB-MODULE UNITS	CONTENT	THEORY (HOURS)	PRACTICE (HOURS)	TOTAL HOURS
14.2.1	INTRODUCTION TO LABOUR LAWS	<ul style="list-style-type: none">• Meaning of labour laws• Historic background of labour laws• Sources of labour laws	10	6	16
14.2.2	CONTRACT OF EMPLOYMENT THEORY	<ul style="list-style-type: none">• Meaning of contract of employment• Formation of contract of employment• Contents of contract of employment• Termination of contract of employment	11	8	19
14.2.3	LAW RELATING TO TRADE DISPUTES	<ul style="list-style-type: none">• Meaning of trade disputes• Legal provisions governing industrial actions• Legal provisions for settling trade disputes in Kenya	11	8	19

		<ul style="list-style-type: none"> • Procedures of settling a trade disputes 			
14.2.4	INDUSTRIAL COURT	<ul style="list-style-type: none"> • Historic development of industrial court • The structure of industrial court • procedure of industrial court • Powers of industrial court 	10	6	16
14.2.5	LAW RELATING TO TRADE UNIONS	<ul style="list-style-type: none"> • Meaning of trade union • Legal requirements governing the formation of trade unions • Legal provisions regarding trade unions funds • Law relating to immunity,privileges ,liabilities,and obligations of a trade union and its members • Legal provisions in dissolution of a trade union 	10	6	16
14.2.6	LAW RELATING TO HEALTH AND SAFETY AT WORK	<ul style="list-style-type: none"> • Legal provisions regarding health and safety • Legal provisions regarding safety at work • Powers of authorized officers under the Factoring Act 	7	5	12
14.2.7	LAW RELATING TO WORKMEN'S COMPENSATION	<ul style="list-style-type: none"> • Meaning of terms • Different forms of disablement under the workmen's Compensation Act 	11	7	18

		<ul style="list-style-type: none"> • Rights, obligations and liabilities of the workmen and the employer • Awarding of compensation 			
14.2.8	LAW RELATING TO TRAINING OF WORKERS	<ul style="list-style-type: none"> • Meaning of terms in Industrial Training Act • Legal provisions regarding the appointment of directors to the Directorate of Industrial Training • Functions of DIT • Legal provisions for accusation and use of funds by the DIT 	10	6	16
14.2.9	LAW RELATING TO RENEMURATIO N OF WORKERS	<ul style="list-style-type: none"> • Meaning of legal terms • Legal provisions of an employee’s remuneration package • Legal protection of an employee remuneration • Legal provisions governing employees social security 	8	6	14
14.2.10	EMERGING ISSUES IN LABOUR AND INDUSTRIAL LAW	<ul style="list-style-type: none"> • Emerging issues and trends in labour and industrial law • Effects of emerging issues and trends on employment • Managing the emerging issues and trends on employment 	8	6	14

