

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)