

SECTION A (32 marks)

Answer **ALL** the questions from this section in the spaces provided after each question.

1. State **four** duties of an employer towards an employee. (4 marks)

- (i) _____
- (ii) _____
- (iii) _____
- (iv) _____

2. State **four** ways in which a trade union may lawfully spend its money. (4 marks)

- (i) _____
- (ii) _____
- (iii) _____
- (iv) _____

3. Identify **three** parties involved in industrial relations. (3 marks)

- (i) _____
- (ii) _____
- (iii) _____

4. State **three** roles played by trade unions. (3 marks)

- (i) _____
- (ii) _____
- (iii) _____
- (iv) _____

5. List **four** issues covered by the collective bargaining agreement. (4 marks)
- (i) _____
- (ii) _____
- (iii) _____
6. Outline **three** roles of the Industrial Court of Kenya. (3 marks)
- (i) _____
- (ii) _____
- (iii) _____
7. Outline **four** factors that hindered the development of trade unions in pre-independent Kenya. (4 marks)
- (i) _____
- (ii) _____
- (iii) _____
- (iv) _____
8. Outline **three** powers of a labour officer. (3 marks)
- (i) _____
- (ii) _____
- (iii) _____
9. State the meaning of “strike” and “lockout” in relation to labour and industrial relations. (2 marks)
- (i) _____
- (ii) _____
10. Outline **two** matters that a report of a trade dispute must specify. (2 marks)
- (i) _____
- (ii) _____

SECTION B: (68 marks)

*Answer any **FOUR** questions from this section in the spaces provided after question 15.*

11. (a) Explain **four** ways in which the colonial labour laws were used to manipulate the African labour force to the advantage of colonialists. (8 marks)
- (b) Recently, the Kenya Government allowed civil servants to form their own trade union. Explain **six** ways in which the proposed trade union would benefit if it is affiliated to the Central Organization of Trade Unions in Kenya - COTU (K). (9 marks)
12. (a) Outline **four** provisions which govern the payment of wages under the Employment Act. (8 marks)
- (b) With reference to the Trade Disputes, explain the role of the Industrial Court with regard to the application and interpretation of awards. (9 marks)
13. (a) In relation to the Trade Unions, explain the consequences of deregistrations of a trade union. (8 marks)
- (b) Outline the advantages of arbitration as a mode of settling legal disputes. (9 marks)
14. (a) Explain the role of the Ministry of Labour in industrial relations. (9 marks)
- (b) Outline **four** main contents of a collective agreement. (8 marks)
15. (a) In relation to the law governing factories, explain **six** provisions for the welfare of workers in a factory. (9 marks)
- (b) Explain **four** ways in which the establishment of Industrial Relations Charter streamlined the operations of trade unions in Kenya. (8 marks)