

KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS 2020/2021 ACADEMIC YEAR THIRD YEAR SECOND SEMESTER

SUPPLEMENTARY/SPECIAL EXAMINATION

FOR THE DEGREE OF BACHELOR OF COMMERCE
COURSE CODE: BCH 323
COURSE TITLE: LABOUR LAW

DATE: 19/01/2022

TIME: 11.00AM – 1.00PM

INSTRUCTION TO CANDIDATES

- 1) The paper contains FIVE questions
- 2) Attempt THREE questions
- 3) Question ONE is Compulsory

TIME: 2 Hours

KIBU observes ZERO tolerance to examination cheating

QUESTION ONE (30 MARKS)

- a) Rehema has been employed by Bora Limited as a fashion designer. She has always complained to the Industrial Relations officer about not being allowed to go for annual leave. AS the newly hired Human Resource Manager and scholar of Labour law, advice the industrial Relations officer and Bora Ltd management on duties of employers as stipulated in the employment Act of 2007 and common law (10 marks)
- b) The Industrial Relations officer of Bora Ltd informs you as a Human Resource manager that there is poor company performance arising from employee negligence and disobedience. Explain some of the duties and rights of employees that you will inform them during your first meeting with them. (10 marks)
- c) Discuss the contents of an employment contract (10 marks)

QUESTION TWO (20 MKS)

- a) write explanatory notes legal ways of terminating an employment contract (10marks)
- b) The industrial court Act of 2011 establishes the industrial court. Discuss the court's jurisdiction (10 marks)

QUESTION THREE (20 MKS)

- 3a) Discuss circumstances when a strike can be considered unlawful (10 marks)
- b) Discuss instances when an employee's wages may be deducted as provided for in the employment act of 2007 (10 marks)

QUESTION FOUR (20 MKS)

- 4a) employees have a right to form trade unions although the registrar of trade unions may refuse to register the trade union. Explain reasons for such actions (10 marks)
- b) Briefly explain various types of employment (10 marks)

QUESTION FIVE (20 MKS)

- a) explain why the employment sector should have labour laws (10 marks)
- c) Discuss the legal procedure for redundancy (10marks)