

LABOUR LAW

PAN AFRICA CHRISTIAN UNIVERSITY

BUH3313: LABOUR LAW ONLINE EXAMS

DATE: AUGUST 2020

TIME:

ANSWER QUESTION ONE AND ANY OTHER THREE

QUESTION 1 **COMPULSORY** **(10 MARKS)**

- (a) Outline **THREE** purpose of Labour Law. **(3 Marks)**
- (b) Briefly explain **THREE** managerial causes of industrial disputes in an organization. **(3 Marks)**
- (c) Law is divided into two main branches. Discuss. **(4 Marks)**

QUESTION 2 **(10 MARKS)**

- (a) Discuss **TWO** types of employment as used in Labour Law. **(4 Marks)**
- (b) Labour Law is concerned with three major areas. Explain. **(6 Marks)**

QUESTION 3 **(10 MARKS)**

- (a) Highlight three features of a contract of employment as used in Labour Law. **(3 Marks)**
- (b) Briefly explain **THREE** functions of a trade union. **(3 Marks)**
- (c) You are a consultant in Labour Law. Advice the management of KINTON Limited, a young enterprise, on the laws relating to termination of employment. **(4 Marks)**

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QUESTION 4

(10 MARKS)

(a) Outline **THREE** characteristics of the Colonial Labour Laws. **(3 Marks)**

(b) Explain the following as used in Labour Law:

(i) Mediation; **(2 Marks)**

(ii) Arbitration. **(2 Marks)**

(c) Discuss three jurisdictions of the Industrial Court in Kenya. **(3 Marks)**

QUESTION 5

(10 MARKS)

(a) Highlight **FOUR** features of a collective bargaining agreement. **(4 Marks)**

(b) The labour laws in Kenya of 2007 are broken down into five Acts as enacted by Parliament. Discuss any **THREE** of these Acts. **(6 Marks)**

QUESTION 6

(10 MARKS)

(a) Outline **THREE** objectives of International Labour Organization. **(3 Marks)**

(b) Briefly explain **THREE** sources of Labour Law. **(3 Marks)**

(c) HEXT Limited recently retrenched some of its staff citing tough operating conditions occasioned by the COVID 19 pandemic. The management did not follow the due process. Advise the management on what the Kenyan Labour Law says regarding retrenchment.

(4 Marks)

End of Exam