



PAN AFRICA CHRISTIAN UNIVERSITY

**END OF SEMESTER EXAMINATION FOR THE DEGREE
OF BACHELOR OF COMMERCE
BACHELOR OF BUSINESS LEADERSHIP**

DECEMBER 2017

CAMPUS: EVENING ROYSAMBU- WEDNESDAY

DEPARTMENT: BUSINESS

COURSE CODE: BUH 3313

COURSE TITLE: LABOUR LAW

EXAMINATION DATE: DEC 2017

TIME : 5.30 PM- 8.30 PM

INSTRUCTIONS

- Write your **student number** on the answer booklet provided.
- Read the questions carefully before attempting.
- QUESTION **ONE IS COMPULSORY**
- ANSWER **ANY OTHER** FOUR QUESTIONS

QUESTION ONE

- a) Like every other law, labour law has its various sources peculiar to itself. Explain any **FIVE** sources of labour laws in Kenya. (10 marks)
- b) In relation to the Employment Act 2007 Laws of Kenya, state **EIGHT** allowed salary deductions that an employer may make from the wages of his employee. (8 Marks)
- c) Explain the meaning of protected Strikes and Lockouts (5 Marks)
- d) Explain **SIX** duties of an occupier in ensuring the safety ,health and welfare of workers (12 Marks)
- e) Outline **FOUR** obligations as an employee of any given organization (4 Marks)

QUESTION TWO

- a) Discuss **FIVE** forms of sexual harassment as provided for in Employment Act 2007 (10 Marks)
- b) State **FIVE** requirements for the registration of a trade union (5 Marks)

QUESTION THREE

In Kenya, we have witnessed workers unrest such as the lecturers, doctors, nurses and teachers strike among others. As an expert who is conversant with the labour laws and industrial relations in Kenya;

- a) Explain **FIVE** root causes of these unrests (5 marks)
- b) Discuss **FIVE** ways in which the unrests can be addressed by the government (10 Marks)

QUESTION FOUR

- a) Assuming you are a legal officer and a group of employees have asked you a question on the term 'Summary Dismissal'. Explain **FIVE** reasons to justify a summary dismissal from an employer to an employee without notice (10 Marks)
- b) Outline **FIVE** forms of employment discrimination as contained in the Employment Act 2007 (5 Marks)

QUESTION FIVE

Explain the following terms as used in the labour laws

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|--------------------------------|-------------|
| i. Forced or compulsory labour | (3 Marks) |
| ii. Industrial undertaking | (3 Marks) |
| iii. Probationary contract | (3 Marks) |
| iv. Migrant Worker | (3 Marks) |
| v. Redundancy | (3 Marks) |

QUESTION SIX

- a) Outline **FIVE** circumstances under which a dismissal may be termed as unfair dismissal (5 Marks)
- b) Describe **FIVE** elements contained in a collective bargaining agreement. (10 Marks)

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