



PAN AFRICA CHRISTIAN UNIVERSITY

**END OF SEMESTER EXAMINATION FOR THE DEGREE OF
BACHELORS OF BUSINESS LEADERSHIP**

JANUARY-APRIL 2017

CAMPUS: VALLEY ROAD

DEPARTMENT: BUSINESS

COURSE CODE: BUH3313

COURSE TITLE: LABOUR LAW

EXAM DATE : FRIDAY 7th APRIL 2017

TIME : 5.30PM-8.30PM

INSTRUCTIONS

- Read all questions carefully before attempting.
- Write your **student number** on the answer booklet provided.
- **Answer Question ONE and any other THREE Questions out of the Five provided.**

SECTION A: 40 MARKS (COMPULSORY)

QUESTION ONE

- a) Define the term labour law (2Marks)
- b) Adams Smith is considered to be the father of capitalism. He said, human being are born to exploit and use others to the last atom of their blood. Adams said; ' thanks God Dead people cannot work, they would have abused them'.

From the above statement explain eight purpose of labour law (16marks)

- c) Discuss three types of labour law (6marks)
- d) Identify three activities of industrial court jurisdiction (6 marks)
- e) Explain five sources of boredom at places of work. (10marks)

SECTION B: (60 MARKS) (Do only four questions)

QUESTION TWO

- a) Define employment contract with one example (4marks)
- b) Identify three parts of an employment contract. (9marks).
- c) Explain the term invalidity in contract (2 marks).

QUESTION THREE

- a) Recently, Kenyan doctors went on strike based on the CBA
- i) Explain the term CBA citing the three examples. (6 marks)
- ii) Explain the following.
- a) Trade Union (3 marks)
 - b) Identify three factors of valid CBA. (6 marks)

QUESTION FOUR

- a) The constitution allows certain industrial disobedience. Explain three types of legal disobedience (6marks)
- b) Define the term Shop-steward (3marks)
- c) Outline three trade union you know and are in Kenya (6marks)

QUESTION FIVE

- a) Explain six types of discrimination that are illegal at any place of work (12mks)
- b) Suggest three ways that can be used to avoid discrimination at the place of work (3mark)

QUESTION SIX

- a) Explain trade union formation according to the constitution of Kenya (9mks)
- b) Explain three types of stereotype of women that are not allowed by Kenyan law (6mks)