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**KIRIRI WOMENS' UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**UNIVERSITY EXAMINATION, 2018/2019 ACADEMIC YEAR**  
**DIPLOMA IN HUMAN RESOURCE MANAGEMENT**  
**DHR 1110- LABOUR LAW**

Date: 10<sup>th</sup> April, 2018  
Time: 11.00Am-1.00Pm

**INSTRUCTIONS TO CANDIDATES**

**ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS**

**QUESTION ONE (30 MARKS)**

- a) Define a trade union (2 Marks)
- b) Explain the characteristics of collective bargaining (6 Marks)
- c) Discuss the negative disciplinary actions that can be taken against an employee (8 Marks)
- d) Discuss the various forms of collective bargaining (8 Marks)
- e) Identify the various causes of trade disputes (6 Marks)

**QUESTION TWO (20 MARKS)**

- a) In the late 20<sup>th</sup> Century, why do you think wage earners in Kenya have opted to join trade unions (8 Marks)
- b) Describe what the law states regarding various conditions of employment in accordance to employment Act, Cap 226 (8 Marks)
- c) Identify the objectives of a trade union (4 Marks)

**QUESTION THREE (20 MARKS)**

- a) Explain the discriminatory practices that are prohibited by job discrimination laws (4 Marks)
- b) Explain the requirements for registration as a trade union in accordance to trade union Act, cap 233 (8 Marks)
- c) Explain the circumstances under which the registrar of trade unions may refuse/deny registration of a trade union (8 Marks)

**QUESTION FOUR (20 MARKS)**

- a) Explain the term employment contract and the parties to an employment contract (4 Marks)
- b) Explain the contents of an employment contract and what to check before signing a contract in Kenya (8 Marks)
- c) Using relevant examples, outline some of the fair employment practices (8 Marks)

**QUESTION FIVE (20 MARKS)**

- a) Define the term negotiation and explain the steps/ phases in negotiation (8 Marks)
- b) Describe the negotiation procedure (8 Marks)
- c) Discuss the rules in a discipline interview (4 Marks)