

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

EXAMINATION FOR THE AWARD OF DEGREE OF DIPLOMA IN HUMAN RESOURCE MANAGEMENT

DHRM 0131: LABOR LAW

STREAMS: DHRM YISI

TIME: 2 HOURS

DAY/DATE: TUESDAY 10/12/2019

8.30 AM – 10.30 AM

INSTRUCTIONS:

- **Answer Question One and any other Two Questions**
- **Don't write on this question paper**

QUESTION ONE (COMPULSORY)

Visions Company Limited

Visions Company Limited is a company that manufactures and sells brown sugar and other sugar related products in Nairobi City. Mrembo works as a line manager in charge of employee hiring, discipline, compensation, Health and Safety. The Chief Executive Officer (CEO), Sonko, has informed Mrembo that the company's annual general meeting is due in two weeks. The CEO has requested her to prepare a presentation to the company's Annual General Meeting touching on legal labour provisions that govern her conduct as a line manager. Sonko has given her particular topics to be covered in the presentation. Mrembo has approached you for assistance.

Required:

- (a) Advise Mrembo on the main sources of labour law in Kenya. [10 marks]
- (b) Assist Mrembo with an outline of lawful deductions Visions company Limited should make from the wages or salaries of her employees. [10 marks]
- (c) Highlight the possible general law duties of an employee as regards to Health and Safety at Visions Company Limited. [10 marks]

QUESTION TWO

- (a) Explain any three objectives of employment Act, 2007. [6 marks]
- (b) The employment Act, 2007, details specific wrongs that amount to gross-misconduct thus leading to summary dismissal of an employee. Discuss such specific wrongs. [7 marks]
- (c) An employer shall not terminate a contract of service on account of redundancy unless the employer complies with the certain conditions provided in the employment act. Highlight these conditions. [7 marks]

QUESTION THREE

- (a) Highlight the factors Wages Council shall take into considerations when fixing minimum wages in Kenya. [10 marks]
- (b) Distinguish clearly between the following:
- (i) Collective agreement and recognition agreement [5 marks]
 - (ii) Lockout and strike [5 marks]

QUESTION FOUR

- (a) In relation to Occupational, Health and Safety Act 2007, discuss the main health-general provisions of occupiers relating to their work places. [10 marks]
- (b) Explain the functions of the following provided in The Labour Institutions Act 2007.
- (i) The National Labour Board [5 marks]
 - (ii) The Industrial Court [5 marks]
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