

CHUKA

UNIVERSITY



UNIVERSITY EXAMINATIONS

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

DHRM 0131: LABOUR LAWS

STREAMS: BEEM (ODEL)

TIME: 2 HOURS

DAY/DATE: WEDNESDAY 07/08/2024

2.30 P.M. – 4.30 P.M.

INSTRUCTIONS:

- **Question one is compulsory and any other two questions**

Question one

In the recent past, Kenya employment arena has witnessed a number of industrial strike in the ministry of health. One of the longest strike by the doctor's union has created a new dimension of measuring the effectiveness of industrial action, yet, their services are classified as essential services in labour laws.

- Explain the main reasons as to why medical officers can go on strike for more than 3 months. (10 marks)
- Discuss the concept of collective bargaining and show its role in enhancing industrial peace. (10 marks)
- In the constitution of Kenya, article 41, there is freedom of association. This gives employees the right to form and join a trade union. Discuss the benefits of joining a union. (10 marks)

Question two

- Discuss the scope of understanding labour laws. (10 marks)

- b) Employment Act regulates individual employment law in Kenya. Identify and explain the main contents of this act. (10 marks)

Question three

- a) Discuss the main duties of employees and employer as set in the labour law (10 marks)
- b) Describe the relationship between national and international legal framework governing employees. (10 marks)

Question four

- a) Discuss the main foundations of labour law in Kenya. (10 marks)
- b) What is an essential service as discussed in labour laws? Highlight any five such essential services in Kenya. (10 marks)
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