

W1-2-60-1-6

**JOMO KENYATTA UNIVERSITY**

**OF**

**AGRICULTURE AND TECHNOLOGY**

**UNIVERSITY EXAMINATIONS 2017/2018**

**STAGE I, II, III & IV EXAMINATION FOR THE DIPLOMA IN HUMAN RESOURCE MANAGEMENT**

**HRM 0102: INDUSTRIAL AND LABOUR LAWS**

**DATE: AUGUST 2018 TIME: 1 ½ HOURS**

**INSTRUCTIONS: ANSWER QUESTION ONE AND ANY OTHER TWO QUESTIONS**

**QUESTION ONE (30 MARKS)**

1. Describe the ILO conventions applicable to Kenyan companies. [10 marks]
2. Industrial disputes arise due to several causes. Explain these causes. [10 marks]
3. A certificate of registration of a Trade Union may be withdrawn or cancelled by the registrar. Explain on which grounds the certificate can be withdrawn or cancelled according to the Trade Union Act. Cap. 233. [10 marks]

**QUESTION TWO (20 MARKS)**

1. The Industrial Relations Charter is a tripartite that specifies on agreed responsibilities for government employers and employees. Discuss what all the parties agreed to do to uphold industrial relations democracy in the Country. [10 marks]
2. Clearly state the objectives and functions of the Industrial Court. [5 marks]

**QUESTION THREE (20 MARKS)**

1. Discuss the general objectives of Trade Unions. [10 marks]
2. Describe the immunities and privileges of Trade Unions. [5 marks]

**QUESTION FOUR (20 MARKS)**

1. Explain the legal provisions regarding employee Health and Welfare under the Factories Act. Cap. 519 [10 marks]
2. Explain the challenges faced by some organizations in the Implementation of the Factories Act. Cap. 514. [5 marks]