

1908/202
ELEMENTS OF LABOUR LAW
AND INDUSTRIAL RELATIONS
November 2022
Time: 3 hours



THE KENYA NATIONAL EXAMINATIONS COUNCIL
CRAFT CERTIFICATE IN HUMAN RESOURCE MANAGEMENT
MODULE II

ELEMENTS OF LABOUR LAW AND INDUSTRIAL RELATIONS

3 hours

INSTRUCTIONS TO CANDIDATES

*This paper consists of TWO sections; A and B.
Answer ALL the questions in section A and any FOUR questions from section B in the
answer booklet provided.*

Candidates should answer the questions in English.

This paper consists of 3 printed pages.

**Candidates should check the question paper to ascertain that
all the pages are printed as indicated and that no questions are missing.**

SECTION A (32 marks)

Answer ALL the questions in this section.

1. List **four** practices that a trade union should discourage among its members. (4 marks)
2. State **four** constitutional rights that deal with industrial relations as provided in the Kenyan constitution. (4 marks)
3. State **three** objectives of collective bargaining. (3 marks)
4. List **three** persons who shall not be regarded as employees according to the Work Injuries Benefits Act. (3 marks)
5. State **three** obligations of a shop steward to the members of his union in an organization. (3 marks)
6. List **three** collective bargaining strategies. (3 marks)
7. State **two** ways in which the Federation of Kenya Employers promotes good industrial relations in the country. (2 marks)
8. State **four** consequences of strained industrial relations in an organization. (4 marks)
9. List **three** areas with respect to which discrimination should be avoided as provided by the Industrial Relations Charter. (3 marks)
10. Outline **three** factors that the judges of the Employment and Labour Relations Court should consider when making decisions on labour disputes. (3 marks)

SECTION B (68 marks)

Answer any FOUR questions from this section.

11. (a) Explain **six** responsibilities of the Federation of Kenya Employers (FKE) under the Industrial Relations Charter. (9 marks)
- (b) Explain **four** ways in which trade unions may achieve their objectives in an organization. (8 marks)
12. (a) Outline **four** classification of Labour Laws. (8 marks)
- (b) Explain **six** circumstances under which the government may be responsible for poor industrial relations in an industry. (9 marks)
13. (a) Highlight **six** types of disputes that may be referred to the Employment and Labour Relations Court. (9 marks)
- (b) Explain **four** roles of the National Industrial Training Board in enhancing good industrial relations in the country. (8 marks)
14. (a) Explain **six** conditions that should be met to ensure successful collective bargaining in an organization. (9 marks)
- (b) Describe **four** categories of membership of the Federation of Kenya Employers (F.K.E). (8 marks)
15. (a) Explain **six** requirements that a trade union should meet in order to be registered. (9 marks)
- (b) Outline **four** ways in which employees may contribute to good industrial relations in an organization. (8 marks)

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