

- 1. (a) Explain **six** forms of employment relationships governed by the Employment Act 2007. (12 marks)
- (b) Outline **four** circumstances under which an employer may lawfully refuse to compensate an employee who is injured at the work place. (8 marks)
- 2. (a) Describe the composition of the Employment and Labour Relations Court. (12 marks)
- (b) Explain **four** consequences of participating in a strike that is not in compliance with the law. (8 marks)
- 3. (a) Explain **six** circumstances under which an employee is entitled to remuneration. (12 marks)
- (b) Explain **four** types of trade unions recognised in Kenya. (8 marks)
- 4. (a) Highlight **five** health provisions as stipulated in the law governing factories. (10 marks)
- (b) Outline **five** ways through which the management of an organisation may contribute to poor industrial relations. (10 marks)
- 5. (a) Explain **five** conditions that must be met for a Collective Bargaining Agreement to be valid. (10 marks)
- (b) Highlight five obligations of the government as stipulated in the Industrial Relations Charter. (10 marks)
- 6. (a) In relation to law governing training of workers, outline **five** uses of a training levy fund. (10 marks)
- (b) Explain **five** characteristics of an effective grievance procedure. (10 marks)
- 7. (a) Highlight **five** duties of the occupier as stipulated in the Occupational Safety and Health Act. (10 marks)
- (b) Explain the challenges faced by the trade union movement during the colonial period. (10 marks)

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~~History~~
~~Service offered~~
~~Strong features~~
~~Public holidays~~

Lighting
 Ventilation
 Drainage
 First aid facilities
 Cleanliness

10 30