

.LABOUR AND INDUSTRIAL RELATIONS LAW

180 HOURS

7.01 Introduction

This module unit is intended to equip the trainee with knowledge, skills and attitudes that will enable him/her to perform the industrial relations functions in an organization

7.02 General Objectives

By the end of this module unit, the trainee should be able to:

- a) Appreciate the role of labour and Industrial relations in an organization
- b) Understand the role played by various parties in labour and industrial relations
- c) Understand the role played by collective bargaining in labour and industrial relations
- d) Understand the machinery for the resolution of industrial disputes

CODE	SUB-MODULE UNITS	CONTENT	THEORY (HOURS)	PRACTICE (HOURS)	TOTAL HOURS
17.3.1	INTRODUCTION TO LABOUR AND INDUSTRIAL REALTIONS	<ul style="list-style-type: none">• Concept of labour and industrial relations• Importance of labour and industrial relations• Factors that contribute to good labour and industrial relations	11	7	18
17.1.2	HISTORICAL BACKGROUND OF LABOUR AND INDUSTRIAL RELATIONS	<ul style="list-style-type: none">• Development of labour and industrial relations in Kenya• Reasons for the development of labour and industrial relations• Impacts of the development of labour and	14	10	24

		<p>industrial relations in Kenya</p> <ul style="list-style-type: none"> • Challenges experienced during the development of labour and industrial relations 			
17.3.3	GRIEVANCES AND DISPUTES	<ul style="list-style-type: none"> • Meaning of Human Resource policy • Importance of Human Resource policies. • Areas covered by Human Resources policies 	11	7	18
17.3.5	GOVERNMENT INVOLVEMENT IN LABOUR AND INDUSTRIAL RELATIONS	<ul style="list-style-type: none"> • Reasons for Government involvement in labour and industrial relations • Role of the ministry of labour • Operations of the industrial court 	17	11	28
17.3.6	ROLE OF THE EMPLOYER IN LABOUR AND INDUSTRIAL RELATIONS	<ul style="list-style-type: none"> • Meaning of employer • Obligations of the employer in labour and industrial relations • Role of federation of Kenya Employers in labour and industrial relations 	11	7	18
17.3.7	ROLE OF THE EMPLOYEE IN LABOUR AND INDUSTRIAL RELATIONS	<ul style="list-style-type: none"> • Meaning of an employee • Obligations of an employee in 	17	11	28

		<p>labour and industrial relations</p> <ul style="list-style-type: none"> • Meaning of trade union • Role of trade unions in labour and industrial relations • Role of COTU in labour and industrial relations • Role of ILO in labour and industrial relations 			
17.3.8	COLLECTIVE BARGAINING	<ul style="list-style-type: none"> • Meaning of collective bargaining • Importance of collective bargaining • Principles of collective bargaining • Parties to collective bargaining • Procedure for negotiation 	14	10	24
17.3.9	JOINT CONSULTATION	<ul style="list-style-type: none"> • Meaning of joint consultation • The need for joint consultation • Principles of joint consultation • Steps necessary for successful joint consultation 	13	9	22