

1. (a) Explain **five** sources of labour law in Kenya. (10 marks)
- (b) Outline **five** functions of labour law in Kenya (10 marks)
2. (a) Explain **five** factors which hampered the rapid growth of Trade Unions in Kenya before independence. (10 marks)
- (b) In relation to the law governing employment, outline deductions that an employer may make from the wages of his employee (10 marks)
3. (a) Explain **five** obligations of the central organization of Trade union - Kenya (COTU-K) to its affiliate members. (10 marks)
- (b) Outline **five** remedies that are available to an employer in case of a misconduct by his employee. (10 marks)
4. (a) Explain reasons why parties to a dispute may resort to arbitration as a method of solving their industrial conflicts. (10 marks)
- (b) Aminabad Union, a newly registered trade union intends to recruit members from the relevant industries which it had entered into recognition agreements. Outline the reasons why some employees in these industries may be reluctant to join the union. (10 marks)
5. (a) Explain the conditions which must be fulfilled before workers can go on a legitimate strike. (8 marks)
- (b) Outline matters that may be contained in a contract signed after successful collective agreement negotiations. (12 marks)
6. (a) Explain **five** powers the industrial court may exercise in order to obtain evidence regarding a matter before it. (10 marks)
- (b) Conciliation is one of the ways, which the Minister for Labour may use to settle industrial dispute. Explain other ways available to the Minister for Labour to settle industrial dispute. (10 marks)
7. (a) Outline **five** circumstances under which an employee may be summarily dismissed. (10 marks)
- (b) In relation to the law governing Trade Unions, explain the ways in which the funds of a Trade Union may be expended. (10 marks)