

2908/202  
LABOUR AND INDUSTRIAL LAW  
November 2022  
Time: 3 hours



THE KENYA NATIONAL EXAMINATIONS COUNCIL  
DIPLOMA IN HUMAN RESOURCE MANAGEMENT

MODULE II

LABOUR AND INDUSTRIAL LAW

3 hours

INSTRUCTIONS TO CANDIDATES

*This paper consists of SEVEN questions.  
Answer any FIVE questions in the answer booklet provided.  
All questions carry equal marks.  
Candidates should answer the questions in English.*

**This paper consists of 2 printed pages.**

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

1. (a) Explain **six** factors that should be considered when fixing the minimum wage. (12 marks)
- (b) Outline **four** rights of a registered trade union. (8 marks)
2. (a) Highlight **five** employee acts that may lead to accidents at the workplace. (10 marks)
- (b) Explain **five** circumstances under which an employer is not liable to compensate an employee injured at the work place. (10 marks)
3. (a) Outline **six** types of information that should be contained in a contract of employment. (12 marks)
- (b) Explain **four** disadvantages of common law as a source of labour laws. (8 marks)
4. (a) Explain **six** circumstances when wages are considered due as stipulated in the Employment Act. (12 marks)
- (b) Explain **four** roles played by the Employment and Labour Relations court. (8 marks)
5. (a) In relation to law relating to trade unions, explain **six** consequences of de-registering a trade union. (12 marks)
- (b) Explain **four** legal provisions regarding health of workers as stipulated in the Occupational Safety and Health Act (2007). (8 marks)
6. (a) In relation to law governing industrial training, outline **six** responsibilities of the National Industrial Training Authority (NITA). (12 marks)
- (b) Highlight **four** options available to the minister in charge of labour when settling trade disputes. (8 marks)
7. (a) Explain **six** reasons for terminating an employee's contract of employment. (12 marks)
- (b) Explain **four** obligations of an employer to an apprentice. (8 marks)

**THIS IS THE LAST PRINTED PAGE.**