



**CHRM MOD(2) 2018 B- FULLTIME  
ELEMENTS OF LABOUR AND INDUSTRIAL RELATIONS  
JUDITH MAIRURA  
14<sup>TH</sup> MAY 2018  
2 1/2 HOURS**

**SECTION A (32 MARKS)**

**ALL QUESTIONS IN SECTION A MUST BE ANSWERED**

1. State three types of Industrial strikes. ( 3 marks)
2. Outline four responsibilities of the Minister in charge of labour. (4 marks)
3. List three types of trade unions in Kenya. (3 marks)
4. Highlight three measures that the Federation of Kenya Employers should take in order to ensure industrial harmony in Kenya. (3 marks)
5. Highlight three employer practices that are discouraged under the Industrial Relations Charter.  
(3 marks)
6. Outline three characteristics of the colonial labour laws. (3 marks)
7. Highlight four benefits of collective bargaining to employees. (4 marks)
8. Highlight four benefits that workers may get by joining a trade union. (4 marks)
9. Highlight three functions of the International Labour Organization(ILO). (3 marks)
10. State two beneficiaries entitled to claim under The Work Injury and Benefits Act. (2 marks)

**SECTION B (68 MARKS)**

**ANSWER ANY FOUR QUESTIONS FROM THIS SECTION**

- 11a) Explain six benefits of using the Employment and Labour Relations court to settle Industrial disputes. (9 marks)
- b) Explain four ways in which labour laws facilitate good industrial relations. (8 marks)
- 12a) Outline four benefits of a registered employers' association to its members. (8 marks)

- b) The Constitution of Kenya provides for the rights and fundamental freedom. Outline six rights that relate to labour issues. (9 marks)
- 13a) Outline six situations that may lead to termination of an employment contract. (9 marks)
- b) Outline four causes of employee grievances in an organization. (8 marks)
- 14a) Highlight six conditions that must be met for collective bargaining to be effective. (9 marks)
- b) Outline four categories of persons who are not regarded as employees for the purposes of the provisions of the Work Injury Benefits Act (WIBA). (8 marks)
- 15a) Explain six consequences to a trade union whose registration has been cancelled. (9 marks)
- b) Explain four principles of the Industrial Relations Charter. (8 marks)