

QUESTION THREE (20 MARKS)

- a) Discuss the legal obligations of employers regarding the maintenance and retention of employment records under Kenyan labor law. (10 marks)
- b) Elucidate on the role of the Industrial Court in Kenya's legal system and its significance in resolving labor disputes. (10 marks)

QUESTION FOUR (20 MARKS)

- a) Explain the factors and considerations taken into account when fixing wages through wages councils in Kenya. (10 marks)
- b) Explore the role of trade unions in promoting the interests and welfare of workers in Kenya. (10 marks)

QUESTION FIVE (20 MARKS)

- a) Discuss the key provisions of labor administration and inspection in Kenya and their significance in ensuring compliance with labor laws and promoting decent work standards (10 marks)
- b) Explain the duties and responsibilities of employers, employees, and designated safety officers under the Occupational Safety and Health Act in Kenya (10 marks)