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University Examinations 2023/2024

**SECOND YEAR SECOND SEMESTER EXAMINATION FOR THE DEGREE OF
BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

BBR 3254: LABOUR LAWS

DATE: APRIL 2024

TIME: 2 HOURS

INSTRUCTIONS: Answer question **one** and any other **two** questions

QUESTION ONE (30 MARKS)

- a) (i) Define the Employment Act of Kenya
- (ii) Explain its purpose in regulating employment relationships. (10 marks)
- b) Explain the rights and duties of employees and employers as stipulated in the Employment Act. (10 Marks)
- C) Analyze various source of labour law in Kenya citing clear examples (10 marks)

QUESTION TWO (20 MARKS)

- a) Discuss the provisions of the Employment Act related to working hours, overtime, and leave entitlements (10 marks)
- b) Elaborate on the provisions of Kenyan labor law aimed at protecting children in the workplace. (10 marks)

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)