



# MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS  
2018/2019 ACADEMIC YEAR  
FOURTH YEAR SECOND SEMESTER**

**SCHOOL OF BUSINESS  
BACHELOR OF BUSINESS MANAGEMENT**

**COURSE CODE: BHR 1204**

**COURSE TITLE: LABOUR LAW**

**DATE: 23<sup>RD</sup> APRIL 2019**

**TIME:**

**8.30.10.30AM**

**INSTRUCTIONS TO CANDIDATES**

Answer Question **ONE** and any other **THREE** questions

*This paper consists of **three** printed pages. Please turn over.*

### **QUESTION ONE**

**A.** Highlight five ways in which a contract of employment may be terminated

**(5 marks)**

**B.** Explain the utility of the various types of leave as articulated in the employment Act

**(10 marks)**

**C.** Highlight the responsibilities of the employer as per section 6 of the Occupational Safety and Health act of 2007

**(10 marks)**

### **QUESTION TWO**

Highlight and explain the significance of the various provisions in the constitution of Kenya 2010, under the bill of rights in relation to the protection of the welfare of Workmen employed in various establishments.

**(15 marks)**

### **QUESTION THREE**

Discuss the importance of the International Labour Organization in relation to the labour policies of developing nations like Kenya.

**(15 marks)**

### **QUESTION FOUR**

Discuss the various provisions under the Employment Act regarding the basic minimum terms in employment.

**(15 marks)**

### **QUESTION FOUR**

Highlight seven objectives trade unions seek to achieve in relation to collective bargaining as enshrined under Article 42 of the

Kenyan constitution of 2010 .  
**(15 marks)**

### **QUESTION FIVE**

Using the Bhopal industrial Tragedy as you reference examine the significance of legislation on chemical safety for developing countries and the implications of non compliance to other labour legislations regarding training on safety to workmen and the public.  
**(15 marks)**

**//END**