

# JARAMOGI OGINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY SCHOOL OF BUSINESS AND ECONOMICS

#### UNIVERSITY EXAMINATION

### FOR DEGREE OF BACHELOR OF BUSINESS

#### **ADMINISTRATION WITH IT**

## 2<sup>ND</sup> YEAR 1ST SEMESTER 2016/2017 ACADEMIC YEAR NAMBALE LEARNING CENTRE

**COURSE CODE: ABA 208** 

COURSE TITLE: INDUSTRIAL AND LABOUR LAW

EXAM VENUE: BUSIA STREAM

DATE: EXAM SESSION:

TIME: 2.00 HOURS

#### **Instructions:**

- 1. Answer question 1 (compulsory) and ANY other 2 questions.
- 2. Candidates are advised not to write on the question paper.
- 3. Candidates must hand in their answer booklets to the invigilator while in the examination room.

#### **QUESTION ONE**

- a) John has just been employed by JAMCO LTD. Has come to you to advise him on his right under employment Act. Advise him. (10 Marks)
- b) Under the labour Act 2007, state the legal protection on the interest of an employee as compared to other legislation (10 Marks)
- c) ILO was set up with main objectives to improve on labour conditions. Which legislation under ILO were certified by Kenya under ILO conversions? (10 marks)

#### **QUESTION TWO**

a) All laws have their basic foundations and labour laws are not exceptional.

Explain. (10 Marks)

b) Kirui who has just been appointed as a chairman of a trade union, has been invited to make a speech to their members on trade union activities in Kenya. What should he state in his speech? (10 Marks)

#### **QUESTION THREE**

- a) Write on the composition and jurisdiction of the industrial court of Kenya. (10 Marks)
- b) Kenya as an industrial developing country has opened his doors to industrial investments. Despite this there has been a lot of challenge in labour market.

  Explain. (10 Marks)

#### **QUESTION FOUR**

- a) John who has been working with Vilois Company Ltd, has been unfairly dismissed from his employment. He has approached you to help him in a case he is having in the company. How will you help him prepare his case? (10 Marks)
- b) Analyze on the circumstances under which an employee contract of employment can be terminated without notice. (10 Marks)

#### **QUESTION FIVE**

Write on any four of the following.

a)	Labour	(5 Marks)
b)	Wages	(5 Marks)
c)	Capital	(5 Marks)
d)	Entrepreneur	(5 Marks)
e)	Labour dispute	(5 Marks)