

JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

ABA 436: LABOUR AND INDUSTRIAL LAW

ACADEMIC YEAR 2013/2014

INSTRUCTIONS

Answer **THREE** Questions **ONLY**.

Question ONE is COMPULSORY. The rest of the questions carry equal marks (20 marks)

1. A. Discuss any four avenues the employer has in law to terminate the services of an employee (20 mks)
 - b. Outline five general duties of an occupier according to OSHA (10 mks)
 2. a. What is the provision of the labour relations act on the application of union funds? (10mks)
 - b. List and explain five rights an employee is accorded by the employment law of 2007(10mks)
 - 3 a. Outline functions of an advisory committee constituted by the Director (10mks)
 - b. For the purposes of WIBA which people passes to be dependants? (10mks)
 - 4 a. Discuss the contents of an itemized pay statement (10mks)
 - b. every employee has a right to compensation. Discuss circumstances that will constitute the right to compensation (10 mks)
 - 5 Discuss the role of the industrial court as enshrined in the labor relations act (10mks)
- b. Make brief notes on the following (10mks)
- i. Protected strike
 - ii. Dispute
 - iii. Essential services
 - iv. Conciliation

v. Trade union