

JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

UNIT: ABA 436: INDUSTRIAL AND LABOUR LAWS

COURSE OUTLINE

COURSE OBJECTIVES

By the end of the course the learners should be able to:

- Apply the legal relationship among the employees and employees
- Manage industrial conflict
- Analyze the legal frameworks of collectives labour law
- Appreciates the labour laws in industrial relations.

LEARNING OUTCOMES

By the end of the lesson the learners should be able to:

- Explain how to manage industrial conflight
- Identify the sources of industry conflict
- Explain the individual employment laws
- Distinguish between collective bargaining and collective agreement.
- Explain the importance of collective labour law.
- Explain the process of collective bargaining
- Explain the role of industrial court.
- Explain the role of trade unions
- Explain the benefits of occupational Health and safety and the work injury acts
- Explain the formation of labour law.
- Explain the role of ILO

COURSE CONTENT

INTRODUCTION

- Meaning of labour law
- The formation of labour laws.
- The legal organization or relationships between and among employees and employers

INDUSTRIAL EMPLOYMENT LAW

- Employees right
- Dismissed (Fair and Unfair dismissed)
- Asserting a statutory employment right

COLLECTIVE LABOUR LAW

- Definition of collective bargaining
- Process of collective bargaining
- Features of collection bargaining
- Conditions for successful collective bargaining
- Advantages of collective bargaining
- The process of negotiation

THE LAW OF INDUSTRIAL CONFLICT AND THE TRADE UNIONS

- Meaning of trade unions
- Types of trade unions
- Reasons for joining trade unions
- The conflict resolution process
- Role of industrial court
- ILO

OCCUPATIONAL HEALTH AND SAFETY AT WORK

- Health and safety at work
- Benefits of health and safety acts
- Work environment

METHODOLOGY

- Lectures and discussions
- Assignment

- Group presentations

COURSE EVALUATION

• Assignment	10%
• CATS	20%
• Final Examination	70%
Total	100%

REFERENCES

Bake, J. Comparative Labour Law and Industrial Relations in Industrialized Market Economies. McGraw Hills.

Bruce, N. Unions in A Globalized Environment.

Monappa, A. Industrial Relations and Labour Laws. McGraw Hills.

Singh, B. D. Industrial Relations and Labour Laws. IMT, Ghaziabad New Delhi, 2008.

Sinha, P. R. N. International Relations, Trade Unions, and Labour Legislation. Dorling Kindersley Pearson.

JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

UNIT: ABA 436: INDUSTRIAL AND LABOUR LAW EXAMINATION

INSTRUCTION

Answer question ONE and any other TWO questions

1. a) Define the industrial conflict. (2mrks)
b) Explain the individual rights in industrial relations. (10mrks)
c) Identify the reasons for fair dismissal during an industrial dispute. (10mrks)
d) When is an employee said to be discriminated? (8mrks)

2. a) Explain the process of collective bargaining. (10mrks)
b) Identify the causes of conflict in a place of work. (10mrks)

3. a) Outline the types of trade unions. (5mrks)
b) Explain the steps of conflict resolution. (10mrks)
c) What are the roles of trade unions? (5mrks)

4. a) Describe the Health and safety conditions at work place. (15mrks)
b) Outline the roles of industrial court. (5mrks)

5. a) Explain the functions of ILO. (10mrks)
b) Outline the conditions for successful collections bargaining. (10mrks)

