



OFFICE OF THE DEPUTY VICE CHANCELLOR  
ACADEMICS, STUDENT AFFAIRS AND RESEARCH

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# UNIVERSITY EXAMINATIONS

## 2024 /2025 ACADEMIC YEAR

FOURTH YEAR FIRST SEMESTER MAIN EXAMINATION

### FOR THE DEGREE OF BACHELOR OF BUSINESS MANAGEMENT

**COURSE CODE:           BBM 466**

**COURSE TITLE:         LABOUR LAWS**

**DATE:       16/01/2025**

**TIME: 8:00- 11:00AM**

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#### INSTRUCTION TO CANDIDATES

- SEE INSIDE

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**MAIN EXAM**  
**BBM 466: LABOUR LAWS**  
**DURATION: 3 Hours**

**STREAM: BBM**

**Instructions: Answer question one in section A (compulsory) and any other two questions from section B.**

**SECTION A (30 MARKS)**

**QUESTION ONE**

- a) Explain the extent to which the constitution of the republic of Kenya is a source of employment law [10 marks]
- b) Discuss the contractual requirements of a contract of employment [10 marks]
- c) The duties of an employee are governed by the terms of his or her contract. In the absence of any express or implied terms, the duties of employee will be determined under common law. With specific illustrations discuss the common law duties of an employee [10 marks]

**QUESTION TWO**

- a) Distinguish between a contract of service and a contract for service [4 marks]
- b) Describe the procedure to terminate a contract of employment [6 marks]
- c) Explain the special status regarding the employment of juveniles and women as provided for under the employment act of Kenya [10 marks]

**QUESTION THREE**

- a) Briefly describe what it means by a trade dispute [4 marks]
- b) Explain the grounds upon which the industrial court may refuse to entertain a trade dispute [10 marks]
- c) Briefly outline the deductions that may be made from an employee's earnings [6 marks]

**QUESTION FOUR**

- a) Discuss the rules governing trade unions in Kenya according to the Trade Unions Act [10 marks]
- b) Discuss the obligations of the trade unions under the Industrial relations charter [10 marks]

**QUESTION FIVE**

- a) Briefly explain who a workman is [4 marks]
- b) Discuss the circumstances under which a workman is entitled to compensation under the workmen's compensation Act [4 marks]
- c) Describe the process of making a claim by the workman [6 marks]
- d) Explain the powers of a factory inspector as set out in the in the factories Act [6 marks]