

1. (a) Outline the historical background of labour laws in Kenya (10 marks)
- (b) Explain the effects of colonialism on Trade Union movement in Kenya. (10 marks)
2. (a) Explain the restrictions which may be imposed on a registered Trade Union by its own constitution. (10 marks)
- (b) Explain the reasons that may lead to summary dismissal of an employee. (10 marks)
3. (a) Outline the procedure which is followed in Collective Bargaining. (10 marks)
- (b) Explain the basic preposition for compulsory arbitration in essential services. (10 marks)
4. (a) Explain the conditions which must be fulfilled before workers can go on a legitimate strike. (10 marks)
- (b) Explain the privileges of a registered trade union. (10 marks)
5. (a) (i) Outline circumstances under which a contract of personal services can be discharged. (4 marks)
- (ii) Explain the legal position in a case whereby a contract of employment is terminated by frustration. (4 marks)
- (b) Explain other forms of Industrial Dispute Resolution other than arbitration. (6 marks)
- (c) Explain the particulars which must be specified in an trade dispute. (6 marks)
6. (a) Explain the responsibilities of an Employer under the Industrial Relations Charter. (8 marks)
- (b) Explain the circumstances under which an employer may decline to compensate an employee who is injured at the workplace. (12 marks)
7. (a) Explain the obligations of the Central Organization of Trade Unions (COTU) to its affiliate members. (12 marks)
- (b) Explain the circumstances under which the Industrial Court may reverse the management decision to terminate an employee's service. (8 marks)