



MURANG'A UNIVERSITY COLLEGE

(A CONSTITUENT COLLEGE OF JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY)

COURSE NAME: LABOR LAWS

EXAMINATION TYPE: SUPPLEMENTARY/SPECIAL

UNIT CODE : HEH 2211

DATE : OCTOBER 2015

TIME : TWO HOURS

DEGREE

SECOND YEAR SECOND SEMESTER APRIL 2015

INSTRUCTIONS:

1. ATTEMPT QUESTION ONE AND ANY OTHER TWO
2. CHEATING WILL ATTRACT HEAVY PENALTY

1. **a** Define a factory according to Factories Act 2007 **(3marks)**
 - b.** What are the requirements for Union to be recognized **(7marks)**
 - c.** Discuss the procedures necessary for compensation of injured employee **(10marks)**
 - d.** Explain the safety programmes in a factory setting **(10marks)**
2. **a.** Discuss the rights of the employer and employee concerning health and safety of the employee **(20 marks)**
3. **a.** Under what circumstances does the minor be employed **(10marks)**
 - b.** Discuss the advantages and disadvantages of implementing factories Act to the employer **(10marks)**
4. **a.** Explain the health and safety provision according to factories Act **(10marks)**
 - b.** Discuss the duties and responsibilities of both the employer and employee concerning employee treatment in case of illness or accident **(10marks)**