



**Riara School of Business**  
*Nurturing business innovators*

**SEPTEMBER - DECEMBER TRIMESTER, 2015**  
**EXAMINATION FOR BACHELOR IN BUSINESS ADMINISTRATION**

**EVENING PROGRAMME**

**BHR 301 EMPLOYMENT LAW**

**DATE: DECEMBER, 2015**

**TIME: 2 HOURS**

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**INSTRUCTIONS**

- i) Answer question one and any other two**
  - ii) Marks allocated to each question are shown at the end of the question**
  - iii) Arrange your work neatly and indicate the questions answered in the examination booklet**
  - iv) You are allowed to bring with you a clean copy of the Constitution and Employment Act 2007.**
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**QUESTION ONE: COMPULSORY 30 MARKS**

You are a newly employed HR manager with a firm called HR Solution; a firm which outsources HR services. Give your advice to your various clients on the following:

- A. Framing of a sexual harassment policy. (10 Marks)**
- B. Procedure for redundancy. (10 Marks)**
- C. Requirement for registration of Trade Unions and Employers Federations. (10 Marks)**

**QUESTION TWO**

- A. Define labour law and explain in detail the justification behind the passing of the new laws. (10 Marks)**
- B. List and briefly explain the scope of each new law. (10 Marks)**

### **QUESTION THREE**

Give in detail the special features of an employment contract and what it entails. In your opinion, why is such a contract different from the regular contract? **(20 Marks)**

### **QUESTION FOUR**

- A. Explain the provisions on collective bargaining. **(5 Marks)**
- B. Comment on the right of lock outs and strikes. **(5 Marks)**
- C. Briefly discuss the significance of WIBA. **(5 Marks)**
- D. Comment on the Industrial Court (Employment and Labour Relations Court). **(5 Marks)**