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**GROUP B 4,5,6**

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| FOURTH GROUP |
| 1. Ian Karanja - SCT211-0461/2022 |
| 2. Joy Leila Kendi SCT211-0091/2022 |
| 3. Rebecca Shirievo SCT211-0538/2022 |
| 4. Favian Mokaya SCT211-0022/2021 |
| 5. Sandrah Lewa SCT211-0090/2022 |
| 6. Alfred Kahenya SCT211-0023/2021 |
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| FIFTH GROUP |
| 1. Collins Omollo - SCT211-0021/2022 |
| 2. Teddy Muli - SCT211-0023/2022 |
| 3. Eunice Nyaboke - SCT211-0544/2022 |
| 4. Bright Knight - SCT211-0046/2022 |
| 5. Kimberly Njoroge - SCT211-0060/2022 |
| 6. Antony Muturi - SCT211-0016/2022 |
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| SIXTH GROUP |
| 1. Geoffrey Chege Kimani- SCT211-0002/2019 |
| 2.Serena Mumbi - SCT211-0581/2021 |
| 3. Akech Dau Atem- SCT211-535/2022 |
| 4. Joel Kabuthi- SCT211-0055/2022 |
| 5.Derrick Gacheru -SCT-0004/2021 |
| 6. Dalvin Calvin SCT211-0452/2022 |

(a)The Occupational Health and Safety Act in Kenya is a crucial piece of legislation that aims to promote the safety, health, and general well-being of employees in the workplace. When it comes to industrial management, this act has several implications:

1. Workplace Safety: The Act requires industrial management to provide a safe working environment for employees. This includes implementing safety measures such as proper ventilation, adequate lighting, and the use of appropriate safety equipment.
2. Health Standards: Employers are obligated under the Act to maintain proper health standards in the workplace. This includes providing access to clean drinking water, sanitation facilities, and addressing any health hazards present in the industrial environment.
3. Training and Education: Industrial management is responsible for ensuring that employees receive adequate training on occupational health and safety. This includes educating workers on the potential hazards present in the workplace and how to mitigate them.
4. Compliance and Enforcement: Industrial management must comply with the regulations outlined in the Occupational Health and Safety Act. This involves conducting regular safety inspections, addressing any issues that may arise, and maintaining records of safety measures and incidents.
5. Employee Involvement: The Act encourages the involvement of employees in matters relating to occupational health and safety. Industrial management should establish channels through which employees can report safety concerns and be involved in the development of safety policies.
6. Emergency Preparedness: Industrial management is required to have emergency response plans in place, including procedures for responding to accidents, injuries, and other emergencies in the workplace.

(b)The Factory Act of Kenya is a significant piece of legislation that sets out various regulations concerning the operation of factories in the country. When it comes to industrial management, the Factory Act of Kenya has several key points that are relevant:

1. Working Hours: The Act stipulates the maximum number of hours that an employee can work in a day and a week. Industrial management must ensure compliance with these regulations to prevent employee burnout and protect their well-being.
2. Health and Safety Standards: The Factory Act mandates that industrial management provide a safe and healthy working environment for employees. This includes measures such as proper ventilation, lighting, sanitation facilities, and the provision of personal protective equipment where necessary.
3. Employment of Young Persons: The Act includes provisions to protect the rights of young persons employed in factories, including restrictions on the type of work they can perform, working hours, and mandatory education requirements.
4. Annual Leave and Holidays: The Act outlines provisions for annual leave entitlements, public holidays, and rest periods for employees. Industrial management must ensure that these entitlements are respected and employees are given adequate time off to rest and recuperate.
5. Welfare Facilities: The Act requires industrial management to provide welfare facilities such as restrooms, canteens, and first aid facilities for employees. Maintaining these facilities in good condition is crucial to promoting the health and well-being of workers.
6. Inspections and Compliance: The Factory Act empowers labor inspectors to conduct regular inspections of factories to ensure compliance with the law. Industrial management must cooperate with inspectors and address any issues identified during inspections promptly.