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**A CRITICAL ANALYSIS OF FACTORS AFFECTING INDUSTRIAL  
LABOUR RELATION PRACTICES AT EXPORT PROCESSING ZONES:**

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**A CASE STUDY OF TEXTILE INDUSTRIES IN RUARAKA, NAIROBI.**

**BY**

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## ABSTRACT

This study seeks to critically analyze factors affecting industrial labor relation practices at Export Processing Zone with particular focus on textile industries in Ruaraka, Nairobi.

EPZS are export oriented manufacturing or service enterprises that contribute greatly to the economy and social progress of developing countries like Kenya.

EPZS are therefore given incentives like tax exemption and exemption from strict labor law such as the employment act which provides for acceptable industrial labor relation practices including minimum wages.

From the onset, undesirable labor relations in EPZS in particular textile industries have been too common thereby bringing to the fore the underlying factors that influence industrial labor practices in the EPZS.

This study sampled 142 respondents based at textile industries in Ruaraka, selection bases on stratified random sampling. A sample of ten regulators were interviewed; Ministry of Labor, Ministry of Trade and Industry, and export processing authority as well as union officials and human resources managers.

The validity and reliability of the questionnaire tested by pilot survey. Data collected using assisted questionnaire, likert scale and the interview schedule. Data collected analyzed using the statistical package for social science (SPSS).

Data presented in bar charts, histogram and frequency distribution tables.

Research findings generally established poor IR in the EPZS and the study made recommendations on policy and legislative measures that need to be introduced to improve the IR practices in the Kenyan EPZS.