



**NATIONAL OPEN UNIVERSITY OF NIGERIA
14-16 AHMADU BELLO WAY, VICTORIA ISLAND LAGOS
SCHOOL OF LAW
MAY/JUNE 2012 EXAMINATION**

**LAW231 LABOUR LAW 1
TIME ALLOWED: 3HRS**

INSTRUCTIONS: Answer any five questions. All questions carry equal marks.

1. Who is an employee? Mention and discuss four distinguishing factors between employee and independent contractors.
2. Distinguish between contract of service and contract for services. Discuss three tests that differentiate a servant and independent contractor.
3. With the aid of judicial and statutory authorities, discuss four implied duties of the employer to the employee.
4. The general rule of summary dismissal by an employer is subject to three exceptions in the case of *JIRGBA V. UBN PLC* (2000) FWLR (PT.26)1790 AT 1807 Per Eneh, JCA. Discuss.
5. Mention and explain four categories of compensation for injury in the course of employment under the Workman's' Compensation Act.
6. The notions that collective agreements are generally unenforceable are subject to certain exceptions. Discuss
7. What is a trade union? What are the criteria for registering a trade union?
8. The rule in *FOSS V. HARBOTTLE* (1843) HARE 2 AT 461 is subject to some exceptions. Discuss.

9. Mention and explain four statutory implied duties of the employee to the employer.