



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
**PLOT 91, CADASTRAL ZONE, NNAMDI AZIKWE EXPRESS WAY, JABI -**  
**ABUJA**  
**FACULTY OF LAW**  
**JANUARY 2018 EXAMINATION**

---

**COURSE CODE: CIL 232**

**COURSE TITLE: LABOUR LAW II**

**CREDIT UNIT: 4**

**TIME ALLOWED: 2 ½ hrs**

**INSTRUCTIONS: ANSWER QUESTION ONE AND ANY OTHER THREE QUESTIONS.**

---

1. The Association of Petroleum Workers are unsatisfied with the quantum of their salary. They are of the opinion that their salary should be increased by 50% so that they can also share in the “national cake”. To show their frustration, they carried placards and cardboards in front of their offices chanting their grouses and refusing to work. They further locked the premises and prevented people from going into the compound to transact business activities. It was later agreed between the petroleum workers and their employers that their salaries will be increased by 25%. The president of the association Brandon ensured was put in writing. It has been a year since the event and the salary of the workers has not been increased. Brandon wants to bring an action in court to enforce the agreement. You are to highlight what action was undertaken by the workers and advise Brandon. Would your answer be different if the negotiations were parole?
2. Popc is the largest cosmetic company. Seyi one of the former directors left Popc to form his own Pharmaceutical Company. It was agreed that Seyi would not disclose any of Popc’s trade secret. Seyi is unhappy, as his company has not been doing well as a result of competition from other cosmetic companies including Popc. He recently granted an interview with BBC news saying that he left Popc on moral grounds alleging that Popc uses a banned cancer causing substance in their products. This statement did not go down well with the management of Popc. It was agreed that both parties to settle the dispute through arbitration. The tribunal consisted of a sole judge. Two weeks later, the judge gave his award, he sent a copy of the award to each party. The award consisted of N 1 million damages to be paid by Seyi to Popc. Seyi is unhappy with the award and has come to you for advice. Discuss the legal issues and advise the parties.
3. Critically discuss the concept of closed shop in relation to Nigerian labour law relations.

4. Dankudi Ltd is a large manufacturing company located in Lagos. They employed the services of Cayen transport to hire a truck to deliver goods from Dankudi Ltd's warehouse in Lagos to their distributors in Enugu. The truck driver in the way lost control and ran into a stationery supermarket causing casualties. The owner of the supermarket and individual customers who sustained injuries are unhappy and want to bring an action to recover damages. They have come to you for help. One of the casualties Johnbull said "I should be able to get some money from Dankudi Ltd, after all Chief Dankudi is one of the wealthiest men in Africa. Advice the parties. Would your answer be different if Dankudi Ltd was the owner of the truck and the driver had the accident on the way to his girlfriend's house after delivering the goods?"
5. Alaye is a factory worker. The management mandated the workers to use the safety goggles provided while engaging in their work. Although it was common knowledge among the workers that using safety goggles slows than their work, unlike most of his colleagues, Alaye always ensured that he used his goggles. In November, the company ran out of goggles and informed the workers that they will not provide any goggles till next year but the workers should not leave their work undone. While Alaye was working without goggles, some chemicals entered his left eye, damaging it. he was hospitalised, but left the hospital against doctors approval because he heard his landlord had thrown his family out of the apartment for non-payment of rent. It has been one month since the incident ad Alaye cannot make use of his left eye, he is unhappy and plans to sue his employers. Advice Alaye.
6. Write short notes on the following: (a) SIWES (b) The Industrial Training Fund (c) National Industrial Court