

**JOSEPH AYO BABALOLA UNIVERSITY
IKEJI-ARAKEJI OSUN STATE
COLLEGE OF LAW**

SESSION: 2022/2023

SEMESTER: FIRST SEMESTER

COURSE TITLE: LABOUR LAW 1

COURSE CODE: CIL 214

TIME ALLOWED: 3 HOURS

INSTRUCTION: ANSWER FOUR QUESTIONS ONLY

1. (a) What is the purpose of Labour Law? (5marks)
(b) Discuss in details the necessity and importance of labour law to Employer and Employee (12½marks)
2. Explain lucidly the importance of offer, acceptance and consideration against the background of formation of Contract of Employment (17½marks)
3. (a) Highlight the underlining principle behind Restraint of trade (5marks)
(b) Sam is employed as Deputy Accountant by Jagaban Ltd, a firm of Financial analysts located in Ikeji Arakeji. Most of Sam's work involves sitting in front of a computer predicting the future profit expectations of Jagaban's clients. His work has always greatly impressed these clients. Recently Sam resigned from his job and joined a similar firm located in Akure. A number of Jagaban's Ltd clients heard about this move and transferred their allegiance to the firm located in Akure. Jagaban Ltd has now written to Sam pointing out that there was a clause in his original contract which stated that on termination of employment he must not for a period of two years solicit customers from any Jagaban Ltd client with whom the employee has had contact, or join any firm of financial analyst located in Ikeji Arakeji. Discuss against the background of the principle of law behind restraint of trade whether the clause made by Jagaban Ltd against Sam is valid (12½marks)
4. Tade is a Lebanese Citizen who has just secured employment in JABU as a Librarian in the College of Law Library. He is desirous to know the duties of an Employee in an Academic Environment. Since you have studied Labour Law as a course, highlight and explain the duties expected to be performed by Tade in JABU. (17½marks)

5. Highlight and discuss the categories of employees that are provided for under Labour Law and their relevance in Nigerian society (17^{1/2} marks)

6. (a) What is the meaning and effect of placing an employee on suspension? 5marks

(b) Discuss the major types of suspension and their implications (12marks)

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FIRST SEMESTER EXAMINATION
2023/2024

LABOUR LAW I

CIL 214

4 UNITS

THREE (3) HOURS

INSTRUCTION: ANSWER FOUR QUESTIONS ONLY

1. Expatriate on the fact that employment relationship has been, and continues to be the main vehicle through which workers gain access to the rights and benefits associated with employment in the areas of labour and social security. (17 ½ marks)
2. (a) Distinguish and explain the difference between "contract for service" and "contract of service" (9 ½ marks)
(b) Explain the importance of multiple test in employment law. (8 marks)
3. Discuss the objective and scope of the law of contract of apprenticeship in Nigeria as regulated by the Labour Law Act 2004. (17 ½ marks)
4. (a) Who is a probationary employee? (5 marks)
(b) You are a Solicitor to Goldfield Insurance Company Ltd, Ikeji-Arakeji, Osun State. The Company is desirous to employ fresh graduates to join the company's labour force, but it deemed it very necessary to give all of them probationary letter of appointment. Consequent upon this development, draft a letter of probationary employment with necessary terms and conditions to be handed over to the fresh graduates. (12 ½ marks)
5. Discuss succinctly the rationale behind the application of doctrine of restraint of trade visa-vis reasonableness test in employment contracts. (17 ½ marks)
6. You are approached by Folorunso who is about to resume work in Veritas Law Chambers in Osogbo, Osun State as the Administrative Staff. Having regard to the fact that you studied law relating to Labour matters. He is desirous to know the duties of an Employee under the Contract of Employment before he resume work in March 2024.
Highlight the expected duties to him and explain its importance and relevance and its limitations if any. (17 ½ marks)