

**BOWEN UNIVERSITY
(OF THE NIGERIAN BAPTIST CONVENTION)
IWO, OSUN STATE
COLLEGE OF LAW**

SECOND SEMESTER EXAMINATION, 2024/2025 ACADEMIC SESSION
COURSE CODE: PIL 212 **COURSE TITLE: LABOUR LAW II**

INSTRUCTIONS

ANSWER TWO QUESTIONS FROM EACH SECTION.
EACH QUESTION CARRIES 17^{1/2} MARKS. ***TIME ALLOWED: 3 HOURS***

SECTION A

1. Pursuant to section 40 of the Constitution of the Federal Republic of Nigeria, 1999, the staff of the Central Bank of Nigeria (CBN) applied to the Registrar of Trade Unions seeking to register the National Union of CBN Staff as a trade union so as to advance their interests. They attached two copies of their Rules Book and gave the address of the proposed trade union. Similarly, the employees of MTN Nigeria Ltd. applied to the Registrar of Trade Unions to be registered as the Amalgamated Union of MTN Workers of Nigeria. In applying, they did not attach their Rules Book, although they have it. Meanwhile, Grace who is sixteen years and works as a plumber, has applied to join the National Plumbers Union of Nigeria. The Union has accepted his application, following which Grace has proceeded to pay the requisite membership fees.
With your knowledge of labour law, aided by judicial and statutory authorities, appraise the scenarios above.
2. The National Union of Teachers and the National Union of Plumbers have their headquarters in the same building. The two unions disagree over consumption and payment for electricity since they are on the same meter. The owner of the building has on several occasions mediated the disagreement. However, on the 13th day of April, 2025, both unions could not no longer manage the issue, and there arose a full blown dispute between them. Around the same time, the Union of Hairdressers of Nigeria, Ibadan Chapter sealed the saloon of Uptim Strings in Ibadan for recently employing one Agina Ebum who is not their registered member.
Your roommate is confused as to whether or not the facts above disclose trade disputes. With the aid of judicial and statutory authorities, advise her.
3. Professor Adekunbi Kiara, a Professor of Labour and Employment Law, while speaking at the Workers Day celebration at Bowen University Teaching Hospital, stated that the contents of the Rules Book of a Trade Union are not comprehensive, and a registered trade union has no benefits.

Evaluate the assertions with the aid of judicial and statutory authorities.

SECTION B

4. There was a mass termination of the employment of 30 employees of Jubilee Nig. Ltd as a result of the company's automation of its modes of operation and economic factors. Mr. Benson was affected by this recent development, and he considers as unfair the termination of his employment after fifteen years of active service, notwithstanding the fact that he got redundancy payment. He also is not pleased that his former employer retains some other employees who have not served the company for up to five years. He has approached you as a student of labour law, seeking an explanation of the concept of redundancy and his chances of success on his desire to institute an action against his former employers for unfair termination of employment.

With the aid of statutory and judicial authorities, advise Mr. Benson on the meaning and implications of redundancy as well as his chances of success if he goes to court.

5. Mrs. Kate Nosseh works for Yeueyu Company Ltd., a biscuit manufacturing company with branch offices in Abuja, Kaduna, and Gombe, the head office of the company being in Lagos State. A clause in his contact of employment stipulates that he must not compete with his employer, Yeueyu Company Ltd. Another clause states that she must also not set up any snacks producing business anywhere the company is doing business. After twelve years of working with Yeueyu Company Ltd., Mrs. Kate Nosseh plans to leave the employment of the company so as to set up a confectionary business in Osun State. She is however confused about contravening any of the terms of her contract of employment with Yeueyu Company Ltd. She has reached out to you for advice on the propriety of the clause restricting her from engaging in certain businesses after leaving the employment of Yeueyu Company Ltd. **Advise her with the aid of judicial authorities.**

6. (a) With the aid of judicial authorities, discuss the protection that the Labour Act, 1974 provides for a pregnant employee in the workplace. **(10 marks)**
- (b) Write succinctly on the jurisdiction of the National Industrial Court (NIC) under the Constitution of the Federal Republic of Nigeria, 1999 (The Third Alteration Act, 2010). **(7^{1/2} marks)**