



**BOWEN UNIVERSITY, IWO**  
College of Management and Social Sciences  
Industrial Relations & Personnel Management Programme  
Second Semester 2021/2022 Examination

<b>Level</b>	: 200
<b>Course Title</b>	: Employment Relations Law
<b>Course Code</b>	: IRP 204
<b>Credit</b>	: 2
<b>Instruction</b>	: Answer Question One (1) and any Other Two (2) Questions
<b>Time Allowed</b>	: 2 Hours
<b>Date</b>	: Thursday, 21 <sup>st</sup> July 2022

1. (a) The principal statement encapsulated in the contract of employment entered between an employee and their employer must contain specified details. Discuss. (15 Marks)  
(b) Discuss three key employment laws in Nigeria. (15 Marks)
  
2. (a) Discuss the scope of the principal act which governs employee compensation in Nigeria. (10 Marks)  
(b) What are the fundamental principles and rights at work declared by the International Labour Organization? (10 Marks)
  
3. (a) Highlight 10 source of employment law in Nigeria. (10 Marks)  
(b) The principal law governing employee compensation in Nigeria is \_\_\_\_\_ (5 Marks)  
(c) The principal legislation governing employment relations in Nigeria is \_\_\_\_\_ (5 Marks)
  
4. (a) Discuss the various situation in which discrimination can surface in employment Relationship. (10 Marks)  
(b) In a situation whereby an employee sues his/her employer for a breach of workers right, what are the possible remedies? (10 Marks)
  
5. (a) Explain the three general forms of harassment. (10 Marks)  
(b) Expatiate on the act which foster safety and welfare of employee in the workplace (10 Marks)