



**BOWEN UNIVERSITY, IWO**  
College of Management and Social Sciences  
Business Administration Programme  
Second Semester 2021/2022 Examination

<b>Level</b>	<b>: 300</b>
<b>Course Title</b>	<b>: Labour Law</b>
<b>Course Code</b>	<b>: IRP 310</b>
<b>Instruction</b>	<b>: Answer question 1 and any other 3 question</b>
<b>Time Allowed</b>	<b>: 2 Hours</b>
<b>Date</b>	<b>: Friday 15<sup>th</sup> July 2022</b>

I. a. Case Study

Terms of service agreement

The following terms of service is effective (00/00/00)

BETWEEN: Company A (The service provider) a company with its head office located at No. 15 Tanimola road, Adamasigba Owerri State

AND: Company B an organization with its head office at No. 3 Facilitator way, Ondo State

Whereas the service provider is in the business of development, supply and production of building products and services

Whereas the agreement contains the service providers terms of engagement

Now, therefore in consideration of the mutual covenants and agreement herein contained, the parties hereto, intending, to be legally bound, agree as follows:

- i. Service provider is prepared to provide the following professional services to the company
- ii. Fee for professional services is calculated on the time spent by service provider's associates and staff attending to said services, multiplied by the relevant hourly rate.
- iii. Before any bill sent to the company the service provider's project manager responsible for the matter will review it to ensure that fees and other charges are appropriate.
- iv. Billing occurs at the end of each month with the description of work performed during that month
- v. Bills are payable within 22 days of the date of invoice

QUESTION

- I. a. Is the Terms of Service Agreement a contract 'OF' service or a contract 'FOR' service (5 Marks)
- b. What are the factors which usually guide a court to distinguish between a contract of service and a contract for service (10 Marks)
- c. Explain the criteria for distinguishing contract of service from contract for service (10 Marks)

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| 2. | a. List the types of contract of employment               | 5 Marks   |
|    | b. Explain the elements of a valid contract of employment | 10 marks  |
| 3. | a. Define Labour Law                                      | 5 Marks   |
|    | b. Explain 5 sources of Labour Law in Nigeria             | 10 Marks  |
| 4. | a. Explain "Right to work" and "Right at work"            | 7.5 Marks |
|    | b. Discuss "Right to strike" in Nigeria                   | 7.5 Marks |
| 5. | Write short notes on any 3:                               |           |
|    | i. Industrial Arbitration Panel                           | 5 Marks   |
|    | ii. National Industrial Court                             | 5 Marks   |
|    | iii. Labour Act   | 5 Marks   |
|    | iv. Trade Union Act                                       | 5 Marks   |
| 6. | a. What is trade dispute                                  | 5 Marks   |
|    | b. Explain types of trade disputes                        | 10 Marks  |