

BOWEN UNIVERSITY, IWO OSUN STATE
COLLEGE OF LAW
2021/2022 FIRST SEMESTER EXAMINATION
COURSE CODE: PIL 211 COURSE TITLE: LABOUR LAW I
TIME ALLOWED: 3 HOURS: Each question carries 17 ½ marks

LOGICAL AND GRAMMATICALLY CORRECT PRESENTATION OF ANSWERS
ARE IMPORTANT

INSTRUCTIONS: ANSWER ANY FOUR (4) QUESTIONS.

1. A collective agreement is a worthless agreement in law. It is not enforceable but only binding in honour. To what extent do you agree with the above statement?
2. Miss Mafo an IT Consultant was recently employed by the Federal Ministry of Education on a four year contract to provide an online platform through which the Ministry of Education could provide elearning resources for the continued training of Primary school teachers. Miss Mafo has been working closely with Mr. Adedeji a staff of the Ministry of Education and head of the elearning department. The online platform is equipped for administering online examinations upon which certificates are issued. It was recently discovered that Mr Adedeji has been leaking questions to trainees for money and sexual favours before they are placed online. The Director of the Federal Ministry of Education has approached you for legal advice, advise him on the following issues:
 - (a) Whether Miss Mafo and /or Mr Adedeji are employees of the Federal Ministry of Education?
 - (b) Whether Mr Adedeji is in breach of his contractual duties?
 - (c) Whether the appointment of Mr Adedeji could be terminated without giving reasons?
 - (d) If Mr Adedeji is terminated without reasons and without notice could he challenge the termination?
 - (e) Could Mr Adedeji be dismissed summarily and how?
3. The doctrine of vicarious liability makes an employer liable for wrongful acts he did not commit. With the aid of decided cases, discuss the circumstances under which an employer would be liable for the acts of his employee, an employee on loan and an independent contractor.
4. Arguably, the most important of the employer's duties is to take reasonable care to ensure the safety of his employees" Discuss.
5. Casualisation of labour is a global phenomenon but its practice varies from one jurisdiction to the other. In Nigeria, its cause (s) and effects on the employer and the society are many and there seems to be no way out of the quagmire. **Evaluate this statement.**
6. Where there are more workers than the available work owing to several causative factors there is said to be redundancy. Explain to Ekpo who has consulted you with a letter from his employer that he is likely to be declared redundant its possible cause (s) and how the employer can effectuate same.
7. Enoch was employed as a Driver by Bowen Bus Company Ltd. to drive one of their buses. On the 10 of February while driving from Iwo to Lokoja, he was involved in an accident which damaged the motor bike of Ikenna. Ikenna has sued Bowen Bus Company Ltd. for the damage and seeks damages in the sum of ₦ 2,000,000.00. Advise the Enoch and Bowen Bus Company Ltd. on their liability (if any) to Ikenna.