



BOWEN UNIVERSITY, IWO

College of Management and Social Sciences

Industrial Relations & Personnel Management Programme

Second Semester 2021/2022 Examination

Level	: 200
Course Title	: Employment Relations Law
Course Code	: IRP 204
Credit	: 2
Instruction	: Answer Question One (1) and any Other Two (2) Questions
Time Allowed	: 2 Hours
Date	: Thursday, 21 st 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) Expatriate on the act which foster safety and welfare of employee in the workplace (10 Marks)