



NATIONAL OPEN UNIVERSITY OF NIGERIA
FACULTY OF LAW, DEPARTMENT OF COMMERCIAL LAW
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi – Abuja

JUNE 2021_1 EXAMINATION

COURSE CODE: CLL232

COURSE TITLE LABOUR LAW – II

CREDIT UNITS: 4

- INSTRUCTIONS:**
- (a) Indicate your Matriculation Number clearly
 - (b) Attempt Question one (1) and any other three (3) questions
 - (c) Question one (1) is compulsory and carries 25 marks; while the other questions carry 15 marks each.
 - (d) Using appropriate statutory and judicial authorities, present all your points in a straightforward, coherent and orderly manner.

TIME ALLOWED: 2.5 Hours

QUESTION 1

- (a) With the help of statutory authority, state FIVE principal legislations upon which the National Industrial Court has exclusive jurisdiction in relation to civil matters affecting those legislations. (8 marks)
- (b) Identify the classes or categories of persons and businesses with a statutory obligation to contribute to the Industrial Training Fund. (12 marks)
- (c) Define “payroll” in line with Industrial Training Fund. (5 marks)

QUESTION 2

One of the innovations by the Industrial Fund (Amendment) Act 2011 is the introduction of the concept of “Utilisation of the fund”. Discuss the four purpose areas in this connection. (15 marks)

QUESTION 3

The academic and non-academic staff members of Nigerian universities appeared to be celebrating a hard-won victory after the Federal Government acceded to over 80% of their demands. One of the elements of the agreement is the payment of “Earned Academic Allowances”. Surprised and disturbed at the prospect that they might have been unwittingly left out of the windfall, a group of NOUN academics approached you with the following questions:

- (a) What is the requirement as regards signing an application for registration of a trade union? (5 marks)
- (b) To give a bite to the proposed union as an influencer, a power block, and an efficient pressure group, it is proposed that the pioneer officers will be the Vice Chancellor (chairman), the University Librarian (general secretary), DVC Administration (legal adviser) and Bursar (financial secretary) (5 marks)
- (c) What other things must accompany their application for a success? (5 marks)

Question 4

In the context of liability, discuss the phrase “balancing the risk against precaution.” (15 marks)

QUESTION 5

- (a) Identify the instances which, if present, permits the Registrar to deregister a trade union. (10 marks)
- (b) Briefly define an “employers’ association.” (5 marks)

QUESTION 6

- (a) Differentiate between the meanings of the following words:
 - i. “employee” under the National Industrial Act 2006 (5 marks)
 - ii. “employees” under the Industrial Training Fund Act 2004 (as amended) (5 marks)
- (a) What are the contents of an application to the registrar for registration of a trade union? (5 marks)