



ELIZADE UNIVERSITY, ILARA-MOKIN, ONDO STATE

FACULTY: HUMANITIES, SOCIAL AND MANAGEMENT SCIENCES

DEPARTMENT: HUMAN RESOURCE MANAGEMENT

FIRST SEMESTER EXAMINATION 2020/2021 ACADEMIC SESSION

COURSE CODE: HRM 405

COURSE TITLE: TRADE UNIONS AND EMPLOYERS ASSOCIATION

DURATION: 2 HOURS 30 MINUTES

INSTRUCTION: ANSWER THREE QUESTIONS ONLY

1a. The terms "industrial relations" and "employment relations" are used interchangeable. Discuss this in the light of the actors in industrial relations.

1b. List and describe the different types of trade unions. What type of trade union do we practice in Nigeria, and why do we practice it?

2a. What is trade union? What factors influenced the growth and development of trade unions in Nigeria prior to 1938 labour code ordinance?

2b. Discuss the effect of Nigerian Trade Union Amendment Act of 2005 on labor-management relations.

3a. Discuss the International Labour Organization's (ILO) position on Freedom of Association and the Protection of the Right to Organise, as it applies to trade unions, under Convention No. 87, 1948.

3b. Write on the historical development of the Nigeria Labour Congress (NLC). Make a list of 10 NLC affiliates that you are familiar with.

4a. Discuss the advent and historical development of Nigeria Employers' Consultative Association (NECA).

4b. State the functions of NECA to its members.

5a. What implications will Marxist trade unionism have on labour-management ties if it is implemented in Nigeria's industrial relations system?

5b. Distinguish between strike and lockout.

5c. According to Section 17 of the Trade Dispute Act Cap 342 of the laws of the Federation of Nigeria, 1990, what are the provisions for the prohibition of strikes and lockouts?