

CHRISTIAN SERVICE UNIVERSITY COLLEGE

KUMASI

CSUC SCHOOL OF BUSINESS

DEPARTMENT OF MANAGEMENT & GENERAL STUDIES

BACHELOR OF BUSINESS ADMINISTRATION

End of Second Semester Exams, 2018/2019 Academic Year

Level 300

Course Code: CSBH 360

LABOUR LAW

MAY, 2019

TIME: 2HRS

LECTURER:

BEN KWAKYE – ADEEFE, ESQ

INSTRUCTIONS

Answer **three** questions only.

1. a. In reference to section 93 of Act 651, State ten (10) reasons which constitute unfair termination of employment. (10 marks)
b. What remedies are available to an employee whose employment has been unfairly terminated; and how are they addressed? (13 marks)
2. Miss Ayoola has just been employed by B-Kad Ltd; a multi – national company at Tuobodom. She has come to consult you on her rights and duties as an employee.
 - a. As a Labour Consultant, advise her on six (6) rights and eight (8) duties of an employee (14 marks)
 - b. Explain to her the mutuality of obligation test used by the courts to distinguish between an employee, and an independent contractor. (9 marks)
3. a. State seven (7) reasons why the Labour Act, 2003 (Act 651) has been described as “the mother of all the legal regimes on labour issues in Ghana” (8 marks)
b. Differentiate between **a contract of employment** and **a contract for service**. (10 marks)
c. Mention six (6) statutory sources of Labour Law in Ghana. (6 marks)
4. Discuss the principle of vicarious responsibility of the employer in the employment relationship with the aid of relevant authorities if any. (23 marks)
5. a. Mention the grounds on which both the employer and the employee can terminate the employment contract under section 15 of Act 651. (14 marks)
b. State the position of the law on notice of termination of employment under section 17 of Act 651? (9 marks)