



**FACULTY OF LAW**  
**END OF SEMESTER EXAMINATIONS - APRIL 2025**

**PROGRAMME: LLB**

**YEAR/SEM: YEAR 4/SEMESTER 2**

**COURSE CODE: LLB 4213**

**NAME: LABOUR LAW II**

**DATE: 2025-04-22**

**TIME: 9:00AM-12:00PM**

**INSTRUCTIONS TO CANDIDATES:**

1. Read the instructions very carefully
2. The time allowed for this examination is STRICTLY three hours
3. Read each question carefully before you attempt and allocate your time equally between all the Sections
4. Write clearly and legibly. Illegible handwriting cannot be marked
5. Number the questions you have attempted
6. Use of appropriate workplace examples to illustrate your answers will earn you bonus marks
7. Any examination malpractice detected will lead to automatic disqualification.

**DO NOT WRITE ANYTHING ON THE QUESTION PAPER**

## Section A Section A is Compulsory.

### Question 1:

Agnes Huduma had worked for Birango Limited since 2012. Through an advert run by Hive Consultants Limited, she was scouted for Treadmill Energy Group and started at her new job in January 2018. Hive Consultants Limited have been managing payroll payments for Treadmill since 2018 and was making payments to Agnes. Last month, in March 2025, Agnes was called to Hive Consultants for a disciplinary hearing. Agnes was accused of stealing Company property from Treadmill but there was no investigation report. In the letter notifying her of the disciplinary hearing, Agnes was told that she was a thief and she needed to come clean or else the consequences would be dire in the disciplinary hearing. Agnes was told that she could not come with anyone as this was a strictly confidential matter and would be resolved by the company in a "mature manner." He was also told not to involve lawyers if she wanted peace from those "crooks" called lawyers. However, Agnes was told that she was free to bring her siblings and even her boyfriend as she has always talked about him. Her disciplinary Committee did not have any person from Treadmill and was constituted of only the Management team at Hive Consultants. At the disciplinary hearing, Agnes was informed that this meeting was not for her to speak but to listen and learn how to behave in companies such as Treadmill. Following the disciplinary hearing, Agnes did not receive a response and it was after 20 days without receiving any more work from Treadmill that she decided to resign. Upon resignation, she was told that she has now forfeited all her monetary benefits in the Bank. She was also informed that she did not qualify for her NSSF Benefits since she had been fired. She has only found out now that her NSSF benefits have not been remitted to the National Social Security Fund since 2019. Agnes has now turned 45 and would like to get her money from NSSF. Agnes has been told that you are the leading Employment Lawyer in Uganda, and she has come to you for your legal advice. Please prepare a legal opinion, identifying and resolving all the possible legal issues arising from the above.

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**Agnes has been told that you are the leading Employment Lawyer in Uganda, and she has come to you for your legal advice. Please prepare a legal opinion, identifying and resolving all the possible legal issues arising from the above.**

## **Section B Choose any one (01) question from the two.**

### **Question 1:**

A non-governmental organization has been employing one employee in their company since 2021. It also uses at least 15 volunteers for whom it pays a small allowance at the end of the month. The Company is desirous of knowing its obligations under the National Social Security Fund Act, Cap 230.

**As a Lawyer in Kyewunyisa Co. Advocates, please advise the NGO.**

### **Question 2:**

**You are employed by Kashoma and Co. Advocates, a Law Firm in Kampala. Advise the following clients on their issues:-**

a) The NSSF has demanded that Greta Industries registers for NSSF yet Greta has only one employee who is aged 16 years. Advise Greta's Managing Director on what to do.

b) The Government of Uganda has refused to pay 50 former employees after the Government Rationalisation Programme was implemented stating that they are all below 45 years of age. Advise them on their right to pension and/or gratuity under the Pensions Act, Cap 89.

c) Discuss your legal position on an injured employee who has also suffered psychiatric harm and also needs compensation under the Workers' Compensation Act, Cap 233.

d) Outline five salient features of Collective Bargaining Agreements as captured in Domestic and International Law.

## **Section C Choose any two (02) from Four**

### **Question 1:**

6. With the aid of decided cases, discuss the right to a fair hearing in Employment Law in Uganda.

### **Question 2:**

8. Critique the view that Labour Unions in Uganda are an enemy of Economic Development.

### **Question 3:**

9. With specific reference to the NSSF Act, probe the view that amendments to the NSSF Act in 2022 were an attempt to increase the scope of social security coverage in Uganda.

### **Question 4:**

7. With specific response to the Workers Compensation Act, Cap 231, Discuss the policy and legal considerations involved in making Workers Compensation Legislations.