INTERNATIONAL UNIVERSITY OF EAST AFRICA
'Learning to Succeed'

FACULTY OF BUSINESS MANAGEMENT

END OF SEMESTER EXAMINATIONS - DECEMBER 2025

PROGRAMME: BHRM
YEAR/SEM: YEAR 3/SEMESTER 1
COURSE CODE: LAW 3101
NAME: LABOUR LAWS

DATE:
TIME:

INSTRUCTIONS TO CANDIDATES:

SECTION A

THIS QUESTION IS COMPULSORY AND CARRIES 40 MARKS

Question 1:

(a) Bright Tech Ltd is a Ugandan technology firm that recently hired several workers under different contractual arrangements. Some were employed full-time with monthly salaries, others were engaged to complete specific software projects, while a few were taken on as interns to learn on the job.

Recently, one of the interns suffered a workplace injury and seeks compensation under the Workers' Compensation Act. The company argues that interns are not covered.

Discuss the different types of employment contracts under Ugandan labour law, how an employee can be distinguished from an independent contractor, and advise the parties on whether the intern is entitled to compensation. (25 marks)

(b) Identify and explain the tests used by courts to distinguish between an employee and an independent contractor, citing relevant authorities. (15 marks)

Question 2:

Mabira Timber Processors Ltd, a large wood-processing factory, has recently recorded an increase in workplace accidents, including limb injuries, respiratory complications, and chemical burns. The employees, through their workplace safety committee, allege that management has failed to provide adequate protective equipment, conduct safety training, or install proper ventilation systems.
Management argues that it has complied with the minimum statutory standards and that most accidents occur due to employee negligence.

(a)

Discuss the obligations of an employer under the Occupational Safety and Health Act, 2006, with particular reference to the employer's duty to ensure a safe working environment.
In your answer, analyse whether Mabira Timber Processors Ltd may be held liable for the reported accidents.
(20 marks)

(b)

Explain the steps and mechanisms for enforcing occupational health and safety standards in Uganda, highlighting the powers of inspectors.
(20 marks)

SECTION B

ANSWER ANY 3 QUESTIONS IN THIS SECTION. EACH QUESTION CARRIES 20 MARKS

Question 1:

Write short notes on the following:

i. Contract of Service and Contract for Services (10 marks)

ii. Express and Implied Terms of Employment (10 marks)

iii. The Control Test and the Economic Reality Test (20 marks)

Question 2:

Explain how the case of Ready Mixed Concrete v Minister of Pensions and National Insurance illustrates the concept of a multiple test. (20 marks)

Question 3:

(a) Discuss the duties of an employer as provided under the Employment Act and related statutes. (10 marks)

(b) Evaluate the duties and obligations of employees under Ugandan labour law, citing relevant cases. (10 marks)

Question 4:

(a) What are the main features and benefits of the National Social Security Fund (NSSF) scheme in Uganda? (10 marks)

(b) Distinguish between NSSF and Pension schemes in terms of coverage, eligibility, and funding. (10 marks)

Question 5:

(a) Explain the duties of employers under the Occupational Safety and Health Act (OSHA) 2006. (10 marks)

(b) Discuss the rights and duties of workers in maintaining workplace safety and health. (10 marks)

Question 6:

Write short notes on the following aspects in regard to injuries under Workers compensation.

a) Permanent total incapacity

b) Permanent partial incapacity

c) Temporary incapacity

d) Course of employment

Question 7:

(a) Explain the concept of Implied Terms in employment contracts, using the Officious Bystander and Business Efficacy tests. (10 marks)

(b) Discuss the relevance of custom and practice in establishing implied terms. (10 marks)

Question 8:

Write short notes on the following (5 marks each)

a) Discrimination

b) Sexual harrassment

c) Forced labour

d) Written Particulars

Question 9:

(a) Define Workers' Compensation and state the conditions under which an employer is liable for compensation. (10 marks)

(b) Discuss the types of incapacity recognized under the Workers' Compensation Act and how compensation is calculated in each case. (10 marks)

Question 10:

(a) Explain the role and functions of Labour Unions in Uganda. (10 marks)

(b) Describe the registration process and grounds for cancellation of a trade union under the Labour Unions Act. (10 marks)

Question 10

Question 11:

(a) Define Restraint of Trade and explain its purpose in employment contracts. (8 marks)

(b) Discuss the criteria used by courts to determine whether a restraint of trade clause is enforceable. Support your answer with decided cases. (12 marks

Question 12:

Write short notes on the following (5 marks each)

a) employers

b) employees

c) Independent contractors

d) Labour Unions