

Course Name	: Labour Laws
Course Code	: LAW 413
Semester	: 06
Credit Hour	: 03
Total Weeks	: 16 - 18
Total Hour	: 48 - 54

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**Week : 1,2,3**

**1. Definition Clause:**

- Collective Agreement
- Commercial Establishment
- Construction Industry
- Employer
- Go-Slow
- Industrial Establishment
- Workman

**2. Model standing orders, its modification, posting and enforcement.**

**3.. Appointment, Classifications of workmen.**

**4. Working hours, shift working, holidays and payment of wages.**

**5. Group incentive scheme, compulsory group insurance and payment of bonus.**

**6. Stoppage of work, closure of establishment.**

**7. Termination of employment, retrenchment and re-employment of retrenched workmen.**

**8. Punishments of workers, its grounds and procedure.**

**B: The Factories Act, 1934**

**Week : 4,5**

**1. Definition Clause:**

- Adolescent, adult, child
- Manufacturing process
- Factory
- Machinery
- Relay and shift

- Occupier
- Seasonal Factory

**2. Appointment, powers, duties and functions of inspecting staff and certifying surgeons.**

**3. Law relating to maintenance of health and welfare of workers.**

- Cleanliness
- Disposal of Wastes and effluents
- Dust and fume
- Artificial humidification
- Overcrowding
- Lighting
- Drinking water
- Latrines and Urinals
- Spittoons
- Precautions against Contagious or infectious disease
- Compulsory vaccination and inoculation
- Canteens
- Shelters for rest.

**Week : 6,7**

**Law relating to safety of worker**

- Precaution against fire
- Fencing of Machinery
- Work on or near machinery in motion.
- Self acting machine
- Children not to work on dangerous machine
- Cutting of power
- Women and children not to work near cotton openers
- Protection of eyes
- Precautions against fumes etc.

- Safety of building and machinery. Etc

5. Special provisions for employment etc of women, children and adolescents.

6. Working hours, holidays and payment of wages or pay and allowances etc.

**Week : 9,10,11**

### **C. Law of Industrial Relations**

#### **1. Definition Clause:-**

- Employer
- Worker and workman

2. Formation, Registration and Cancellation of registration of trade union & Federation of trade union.

3. Appointment, powers and functions of registrar of trade unions.

4. Determination of :-

- Collective Bargaining agent
- Collective Bargaining unit
- Works council
- Shop stewards
- Workers participation in management

5. Unfair labour practices on the part of employers and workmen

6. Industrial dispute, its resolution through negotiations, conciliations and arbitration.

7. Strike and lock-out

8. Labour courts, powers and functions

9. Labour Appellate tribunals

10. National Industrial relations commission

**Week : 12, 13**

### **D. The workmen's compensations Act.**

Definition Clause:-

- Dependent
- Employer
- Partial disablement
- Total disablement

2. Employer's liability for compensation

- Employers liable
- Employer not liable

**Week : 14**

### **E. Provincial Employees Social Security Ordinance, 1965**

Social Security Institution, its establishment, powers and functions.

Social Security contributions and benefits system.

**Week : 15,16**

#### **Case study, Revision**

#### **Recommended Books.**

1. A manual of mercantile law (including industrial law). (Parts 13, 14, 15 & 16 only)  
By I. R Hashmi & Rafiq Ahmad  
Orint Publishers Nazimabad, Karachi.
2. Business law (Part-v only) by  
Khalid Mehmood Cheema
3. Mercantile & Industrial Law  
By Dr. Khawaja Amjad Saeed.
4. A manual of mercantile law (Chapters . xix, xx, xxi, xxii, xxiii, and xxiv) by M.C. Shukla  
Publishers S. Chand & CO.