



## QURTUBA UNIVERSITY

Of Science and Information Technology

D.I Khan, Peshawar Khyber Pakhtunkhwa, Pakistan.

<b>Course Name</b>	<b>Labour Laws</b>
<b>Course Code</b>	<b>LAW505</b>
<b>Semester</b>	<b>Fifth</b>
<b>Credit Hours</b>	<b>03</b>
<b>Total Weeks</b>	<b>16/18</b>
<b>Total Hours</b>	<b>48/54</b>
<b>Total Marks</b>	<b>100</b>
<b>Pre-requisite</b>	<b>None</b>

### Course Objectives

This course focuses on various business and labor laws prevailing in Pakistan by first introducing the legal system of Pakistan and then describing various laws. It covers various business laws like Law of Contract, Law of Partnership, Law relating to companies, Law of negotiable instruments, Law relating to transfer of property, Law relating to sales of goods and carriage of goods, Law of trust, Law of insurance; and other labor laws like Industrial relations, Factories Act, Workmen's compensation and social security. This course will enable you not only to manage legal requirements of business but also to handle affairs relating to labor, their employment and working conditions.

### Grading Criteria

<b>Distribution</b>	<b>Weight</b>
Quizzes, Assignments, and class participation	10
Mid Term	20
Final Term	70
Total	100

### Recommended Books

1. A manual of mercantile law (including industrial law). 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.

**WEEK WISE BREAKDOWN**

<b>Week</b>	<b>Description</b>
<b>1, 2 &amp; 3</b>	<p><b>Definition Clause</b></p> <ul style="list-style-type: none"> <li>◇ Collective Agreement</li> <li>◇ Commercial Establishment</li> <li>◇ Construction Industry</li> <li>◇ Employer</li> <li>◇ Go-Slow</li> <li>◇ Industrial Establishment</li> <li>◇ Workman</li> <li>◇ Model standing orders, its modification, posting and enforcement.</li> <li>◇ Appointment, Classifications of workmen.</li> <li>◇ Working hours, shift working, holidays and payment of wages.</li> <li>◇ Group incentive scheme, compulsory group insurance and payment of bonus.</li> <li>◇ Stoppage of work, closure of establishment.</li> <li>◇ Termination of employment, retrenchment and re-employment of retrenched workmen.</li> <li>◇ Punishments of workers, its grounds and procedure</li> </ul>
<b>4 &amp; 5</b>	<p><b>Definition Clause:</b></p> <ul style="list-style-type: none"> <li>◇ Adolescent, adult, child</li> <li>◇ Manufacturing process</li> <li>◇ Factory</li> <li>◇ Machinery</li> <li>◇ Relay and shift</li> <li>◇ Occupier</li> <li>◇ Seasonal Factory</li> <li>◇ Appointment, powers, duties and functions of inspecting staff and certifying surgeons.</li> <li>◇ Law relating to maintenance of health and welfare of workers. <ul style="list-style-type: none"> <li>○ Cleanliness</li> <li>○ Disposal of Wastes and effluents</li> <li>○ Dust and fume</li> <li>○ Artificial humidification</li> <li>○ Overcrowding</li> <li>○ Lighting</li> <li>○ Drinking water</li> <li>○ Latrines and Urinals</li> <li>○ Spittoons</li> <li>○ Precautions against Contagious or infectious disease</li> <li>○ Compulsory vaccination and inoculation</li> <li>○ Canteens</li> <li>○ Shelters for rest</li> </ul> </li> </ul>
<b>6, 7 &amp; 8</b>	<ul style="list-style-type: none"> <li>◇ Law relating to safety of worker</li> <li>◇ Precaution against fire</li> <li>◇ Fencing of Machinery</li> <li>◇ Work on or near machinery in motion.</li> <li>◇ Self-acting machine</li> <li>◇ Children not to work on Dangerous machine</li> <li>◇ Cutting of power</li> </ul>



- To gather an understanding of the law relating to Contract Labor.
- Developing a clear understanding of contemporary industrial relations principles and techniques being practiced in the organizations