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

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.


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.