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<th>Course Name</th>
<th>Labour Laws</th>
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<td>LAW505</td>
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<tr>
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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.