

Year	: SECOND	Course Code	: MGT-202
Semester	: FIRST	Course Title	: LABOUR LAW
Total Credit	: 3 (Three)	Total Class	: 45 Hours

### Rational of the Course:

This course is generalized to familiarize the students with roles and regulations applied in the conduction of industry and regulate the activities of work environment as a manager. It teaches the students to make decision appropriately and quickly as well as increase the productivity and efficiency of labors.

### Intended Learning Objectives (ILO):

The objectives of the course are:

1. To familiarize students with the Labor Laws in Bangladesh, its necessity, importance, sources and scope of labour law and difference among different types of laws.
2. To learn different types of laws related to labour in Bangladesh, i.e., Factory Act, Industrial Relations Ordinance, Payment of Wages Act, and Workmen's Compensation Act.

**Course Learning Outcomes (CLO):** After successful completion of the course, the students will be able to:

CLO No	CLO Statement	Corresponding PLO
CLO1	Understand laws related to Labour in Bangladesh, its importance, types, and difference with other laws.	PLO7
CLO2	Learn different issues under Factories Act, i.e., health, hygiene, safety, welfare and other issues.	PLO7
CLO3	Interpret laws relating to industrial relations ordinance including collective bargaining agent, labour disputes, conciliation and medication, strikes and lockouts and labour court.	PLO6
CLO4	Comprehend laws relating to payment of wages, rules of payment wages, rules regarding deduction of wages, claims arising out of deductions from wages or delay in payment of wages.	PLO4
CLO5	Explain laws relating to workmen's compensation.	PLO7
CLO6	Understand laws related to Labour in Bangladesh, its importance, types, and difference with other laws.	PLO8

Course Learning Outcomes	Course Contents	Lec.	Teaching Learning Strategy	Assessment Strategy
CLO-1	<b>Elementary Principles of Labour Laws:</b> Definitions of labour law- Elementary principles of labour law- Necessity and importance of labour law- sources and scope of labour laws- Difference between labour law - industrial law- and commercial law.	5	Class Lecture	<b>Class Attendance :</b> 10 Marks. <b>In course Assessment:</b> 20 Marks (Class Test/ Class Presentation (individual/Group)/ Home Assignment/ Quiz <b>Semester Final Examination:</b> 70 Marks
CLO-2	<b>Laws Relating to Factories Act:</b> Rules regarding health and Hygiene- safety- welfare of workers- hours of work- employment of persons and provisions regarding leave and holidays of workers.	5	Class Lecture Open discussion	
	<b>Students Assessment 1</b>	1	Students Participation	
CLO-3	<b>Laws Relating to Industrial Relations Ordinance:</b> Laws relating to trade union- Registration- rights- and privileges of collective bargaining agent and registered trade unions- Settlement of labour disputes- Joint consultation- Conciliation and mediation- Strikes and lockouts- Labour court- Labour appellate tribunal.	6	Class Lecture Collaborating	
	<b>Presentation (Individual)</b>	7	Students Participation	
CLO-4	<b>Laws Relating to Payment of Wages:</b> Definition of wages- Time for payment of wages- Rules for payment wages- Rules regarding deduction from wages- Deductions for absence from duty- Payment of	6	Class Lecture Group discussion	

	unpaid wages in cases of death of workers- Claims arising out of deductions from wages or delay in payment of wages.		
	<b>Students Assessment 2</b>	<b>1</b>	Students Participation
<b>CLO-5</b>	<b>Laws Relating to Workmen's Compensation:</b> Who is workman- Definitions workmen's compensation- Defendant partial disablement- Objective of workmen's compensation- Employers liability for compensations- amount of compensations- Distribution of compensation- Method of calculating wages	<b>5</b>	Class Lecture Debriefing
	<b>Presentation (Group)</b>	<b>9</b>	Students Participation

**Text Book:**

- Government of Bangladesh, **The Bangladesh Labour Act 2006.**
- Dr. Zulfiquar Ahmed, **A Text Book of Bangladesh Labour Act, 2006.**

**References:**

- Arun Kumar Sen & Jitendra Kumar Mitra, **Commercial Law and Industrial Law.**
- Soabarin Siddique Nishi, **A text book on Labor Law.**