

Course Title: Labour and Industrial Law

Course Code: LAW 206

Course Credit: 3

Total Marks: 100

The endeavor of the course is to study in detail those aspects labour law that regulates relationship between workers and the employers. This course aims to provide an overview of central topics of both Bangladesh labour laws and international labour law promoted by ILO. Students will understand the emergence of the movement for the protection of labour rights throughout the world. It will mainly focus on legal mechanism of protecting worker rights in both formal and informal sectors. One of the key concerns will be to promote labour activism from among students of this course.

Objectives:

It is expected that students will be able to:

- Understand the idea of labour relations and the premise of labour legislations;
- Become aware of labour rights, safety, health and hygiene etc;
- Learn about the Wages, Compensation and Trade Union rights;
- Apply and analyze laws as capacity of judges, academics;
- Contribute in safeguarding labour human rights.

Course Content:

The course will focus on the protection worker rights. This will be done on the basis of international labour laws promulgated by ILO. It will examine the significance of protecting worker rights from the lens of human rights law, constitutional law, Islamic law, and other principles of natural justice. The appointment of workers along with the condition of work, welfare measures, wages, and dispute regulation will be thoroughly looked at from Bangladesh labour law perspective.

Course Assessment Plan:

The performance of a student in the course is evaluated on the basis of a schedule of continuous assessment. The distribution of marks (except Advanced Legal Research and Writing) for a course is as follows:

Class Participation	7 %
Assignment	5%
Presentation	8 %
Class Test	15 %
Mid-term Examination	25 %
Course Final Examination	40 %

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Total: 100%

Grading system:

A student may earn five-letter grades on the basis of his/her performance of the course. The letter grades A, B, C, and D are considered passing grades and also acceptable to continuing of grades. Grade F is the failing grade. Daffodil International University is maintaining Uniform Grading system as per instruction of University Grants Commission of Bangladesh as follow:

Marks obtained out of 100	Grade	Grade point Equivalent	Remarks
80% and above	A+	4.00	Outstanding
75% to less than 80%	A	3.75	Excellent
70% to less than 75%	A-	3.50	Very Good
65% to less than 70%	B+	3.25	Good
60% to less than 65%	B	3.00	Satisfactory
55% to less than 60%	B-	2.75	Above Average
50% to less than 55%	C+	2.50	Average
45% to less than 50%	C	2.25	Below Average

40% to less than 45%	D	2.00	Pass
Less than 40%	F	0.00	Fail

References:

- Md. Mahbubur Rahman, Lectures on Labour Laws of Bangladesh, 1st Edition, 2017, University Publication, Dhaka.
- AKM Nasim (ed), Nirmalendu Dhar, Labour and Industrial Laws of Bangladesh, 3rd edition, 2016, Remisi Publishers, Dhaka.
- Md. Abdul Halim, Text Book on Bangladesh Labour Code, 5th Edition, 2014, CCB Foundation, Dhaka.
- A number of ILO Conventions
- Bangladesh Labour Act 2006
- Bangladesh Labour Rules, 2015
- Minimum Wage Board Act, 2013

Module I:

- Meaning and nature of labour law;
- Subject matter of labour law;
- Historical development of labour law;
- Labour laws of Bangladesh;
- Is Bangladesh labour Act Code;
- Importance of studying labour law;
- Principles of labour legislations.

Module II:

- International labour law;
- ILO and Bangladesh;

- Constitution and labour rights;
- Islam and labour rights;
- Philosophical foundation of labour legislations.

Module III:

- Application of labour law;
- Non-application of labour law;
- Extending labour laws to informal sectors of Bangladesh.

Module IV:

- Meaning of workers;
- Classification of workers;
- Condition of work;
- Employment procedure;
- Service rules and books.

Module V:

- Permanent termination of employment;
- Temporary termination of employment;
- Grievance procedure against termination.

Module VI:

- Child and adolescent worker;
- Child labour;
- Women worker rights;
- Maternity benefits.

Module VII:

- Right to health, safety and security of the workers;
- Working hours, holiday and leave.

Module VIII:

- Wages;
- Minimum wages;
- Whether the existing amount of minimum wages is fair and equitable.

Module IX:

- Trade union;
- CBA;
- Participation committee;
- Unfair labour practice.

Module X:

- Labour dispute settlement mechanism;
- ADR in labour law;
- Labour court and labour appellate tribunal.