

**DETAILED CURRICULUM**  
**LEVEL TWO - SEMESTER THREE**  
**LABOUR LAW**

<b>COURSE DETAILS</b>			
<b>Course Code</b>	LW 3123		
<b>Course Title</b>	LABOUR LAW		
<b>Course Type</b>	Core		
<b>Credits</b>	03		
<b>Hours Allotted</b>	<b>Theory</b>	30	<b>Total</b>
	<b>Practical</b>		
	<b>Assignments/Tutorials</b>	30	60
<b>AIM</b>			
<p>This course aims at imparting knowledge on Labour Law of Sri Lanka. The evolutionary process of Labour Law in the Sri Lankan context will be examined taking into account its historical, social, political and cultural factors. The statutory provisions with regard to Labour Law and functional procedures in Labour Law tribunals are also focused in this course.</p> <p>Although the emphasis is on Sri Lankan Labour Law, the course does not deviate from studying existing international regulatory mechanisms, which play a supervisory role in the maintenance and execution of Labour Law at international standards.</p>			
<b>INTENDED LEARNING OUTCOMES</b>			
<p>Learners should be able to:</p> <ol style="list-style-type: none"> <li>1. identify all aspects of Labour Law practiced in Sri Lanka, powers and functions of ILO, and international legal obligations which Sri Lanka should adhere to</li> <li>2. exhibit a comprehensive theoretical and practical understanding of Labour Law</li> <li>3. demonstrate an intellectual capacity for solving industrial disputes.</li> </ol>			
<b>COURSE CONTENTS</b>			
<ol style="list-style-type: none"> <li>1. Historical Introduction: Evolutionary process of Labour Law, International Labour standards and Sri Lankan Labour Law</li> <li>2. Statutory Provisions, Contract of Employment, Trade Unions, Industrial Dispute Act, Termination of Employment Act, Wages Board Ordinance, Employment of women, young persons and children, Employees Trust Fund, Employees Provident fund, Factories Ordinance, Essential Public Service Act, Employees Council Act, Industrial Courts and Labour Tribunals, Gratuity Act, Employees' Holiday Act, Shop and Office Employees' Act.</li> </ol>			

<b>ASSESSMENT CRITERIA</b>	<b>% OF MARKS</b>
Semester-end Examination:	70
Assignments:	20
Class Quizzes:	10
<b>RECOMMENDED READINGS</b>	
<ol style="list-style-type: none"> <li>1. SR De Silva, <i>Contract of Employment Employer's Federation of Ceylon 1998</i></li> <li>2. V Sakha Kumari Jayawardena <i>The Rise of Labour Movement in Ceylon</i></li> <li>3. SR De Silva, <i>Legal Framework of Industrial Relations</i></li> <li>4. WEM Abeyasekara, <i>Industrial Law and Adjudication Vols 1- 4</i></li> <li>5. Sovitri Goonasekara, <i>Child Labour in South Asia.</i></li> <li>6. WPN Silva, <i>Industrial Conflict</i></li> <li>7. Roger W. Rideout, <i>Principles of Labour Law</i></li> <li>8. John Bowers, <i>Employment Law</i></li> </ol>	