## BHR 3201 LABOUR LAWS AND INDUSTRIAL RELATIONS

**Short Description**

This course focuses on institutional structures, policies and procedures in industrial relations conflict resolution under arbitration and bargaining. The course covers topics and issues of importance in the employment and industrial law field. Others include the nature and purposes of the legal system and industrial law, the law concerning the contract of employment, Trade union law and industrial law powers of governments.

**Course Objectives:**

The course is intended to:

* Provide students with knowledge of labour laws, especially the nature and scope of labor law, the rationale of labor laws in organizations, the international labor organization, the labor laws in Uganda, occupational hazards and risk, and managing employee relations at work.
* To examine the theoretical aspects, problems and issues in arbitration and bargaining and models of bargaining and arbitration.

**Learning Outcomes**

By the end of this course, students should be able to understand

1. The nature and scope of labor laws
2. The rationale of labor laws in organizations
3. The international labor organization visa-viz the labor laws in Uganda and
4. Managing employee relations at work.

**Intellectual, practical and transferable skills**

* Problem solving skills
* Analytical
* Team work
* Communication

**Teaching and learning pattern**

The method shall comprise lectures, collaborative work, independent study, and problem-based learning.

**Indicative content:**

Topics include: political, social, economic, legal, historical and psychological aspects of the evolution and operation of modern industrial relations; the nature and implications of strikes, lockouts and other forms of industrial conflict and alienation; the structure and policies of trade unions, the State labor councils and other employee organisations; the employer industrial relations function, management strategies and the structure and policies of employer associations; processes of work rule determination, such as collective bargaining, mediation, conciliation and compulsory arbitration; labour movements; and the role of the various arbitration tribunals and government instrumentalities with respect to industrial relations.

**Assessment Method**

The assessment method is structured to include coursework and final examination. Coursework consists of assignments, presentations and tests.

Course work assessment 30%

Final Examination 70%

 100%

The minimum mark required to pass is 50%, this includes course work and final examination. Each course in the programme is allowed a maximum of three hours for final examination

**Indicative Sources**

1. Roger Blanpain (2008)[Comparative Labour Law and Industrial Relations in Industrialized Market Economies](http://www.amazon.com/Comparative-Industrial-Relations-Industrialized-Economies/dp/9041126112/ref%3Dsr_1_1?ie=UTF8&s=books&qid=1248612201&sr=1-1)
2. Roger Blanpain, w Bromwich, O Rymkevich, and Silvia Spattini (2009)[The Modernization of Labour Law and Industrial Relations in a Comparative Perspective (Bulletin of Comparative Labour Relations)](http://www.amazon.com/Modernization-Industrial-Relations-Comparative-Perspective/dp/9041128654/ref%3Dsr_1_2?ie=UTF8&s=books&qid=1248612201&sr=1-2)
3. Rajesh Kumar Shukla (2007)[Industrial Relations and Labour Laws](http://www.amazon.com/Industrial-Relations-Labour-Rajesh-Shukla/dp/8189267256/ref%3Dsr_1_3?ie=UTF8&s=books&qid=1248612201&sr=1-3)
4. Roger Blanpain (1997)[Labour Law and Industrial Relations in the European Union (Bulletin of Comparative Labour Relations Series Set)](http://www.amazon.com/Industrial-Relations-EUropean-Bulletin-Comparative/dp/9041105271/ref%3Dsr_1_4?ie=UTF8&s=books&qid=1248612201&sr=1-4)
5. Roger Blanpain and Manfred Weiss ( 2003) [Changing Industrial Relations and Modernisation of Labour Law: Liber Amicorum in Honour of Professor Marco Biagi (Studies in Employment and Social Policy Set)](http://www.amazon.com/Changing-Industrial-Relations-Modernisation-Labour/dp/9041120084/ref%3Dsr_1_6?ie=UTF8&s=books&qid=1248612201&sr=1-6)
6. Roger Blanpain and Chris Engels (1977)[International Encyclopaedia for Labour Law and Industrial Relations (International Encyclopaedia of Laws)](http://www.amazon.com/International-Encyclopaedia-Labour-Industrial-Relations/dp/9065449051/ref%3Dsr_1_12?ie=UTF8&s=books&qid=1248612201&sr=1-12)