**LAW 4117 LABOUR LAW I**

**Course Description**

The course covers the character, legal relationships, rights, and obligations created by the contract of employment.

**Course Content**

The Labour Law I course covers the following elements: an overview of the subject-matter of Labour Law generally and Uganda in particular; a historical introduction to trade unionism and trade union law; an analysis of trade unions and trade union law in Uganda. Coverage of the employment contract including the common law position, statutory modifications, terms and conditions of employment and termination/dismissal.

**Course Objectives**

Labour Law I introduces major concepts in Labour Law and industrial relations; outlines the historical origins in the UK and elsewhere of trade union law and trade unionism and its influence on Ugandan trade union law; ensures students are conversant with Uganda’s trade union structure, union relationship with the state; and are introduced to international trade union relations; covers major trade union law elements under several statutes and case law.

The second element introduces the contract of employment in the private and public sectors; covers the ingredients of a contract of employment vis-à-vis the independent contractor; looks at terms and conditions of service and various sources of these terms and conditions; looks at various forms of termination of the contract of employment (including dismissal) and remedies available for breach of the contract, wrongful, unfair and illegal termination.

**Learning Outcomes**

The student is expected at the end of the study:

1. To be able to advise on any aspect of trade union law or the employment contract;
2. To be able to apply the law in practice;
3. To be critical of the law and analyze its relevance to contemporary Ugandan/East African society.

**Methods of Instruction**

1. At the commencement of the course, students are availed with reading lists, which indicate the topics to be covered, and the respective reading materials for the respective topics. It is expected that the student uses this list in preparation for each lecture.
2. The students are introduced to each topic and guided on the principles therein. Thereafter, students will be given problem questions for discussion in class. Students are further encouraged to also formulate their problems for discussion during the lectures.

**Assessment**

1. A coursework will be administered during the coursework week to be marked out of 30 marks.
2. An examination will be given at the end of the semester to be marked out of 70 marks.