**LAW 4221 LABOUR LAW II**

**Course Description**

The course covers the terms and conditions of employment and various methods of resolution of labour disputes.

**Course Content**

Labour Law II builds upon the content of Labour Law I. The main elements of Labour Law II are the following:

1. A study of health and safety at work as well as conditions of work in both the private and private sectors. Emphasis is on the private sector;
2. A study of workers’ compensation from common law and statutory perspectives. Focus here is on employers’ liability to compensate workers for injury, disease, incapacity or death arising from the course of employment
3. An analysis of the labour dispute settlement process and institutions in both the private and public sector. This involves a study of the dispute settlement process and institutions for dispute settlement such as the Industrial Court. The right to strike is central to this area of dispute settlement.
4. A study of social security, pensions and social protection for both the private and public sector as well as an analysis social of the concept of protection for the entire population.

**Course Content**

International Labour standards; globalization, capital and labour; conditions of labour; trade disputes and industrial conflict; social security and pensions.

**Course Objectives**

Labour Law II deals with four major elements described above. Labour Law II is intended to instill in the student the following:

1. Knowledge of various sources, statutory, common law and ILO standards relating to conditions of work (labour) and health and safety at work;
2. Understanding the concept of workers’ compensation, its historical roots and contemporary character;
3. A grasp of the labour dispute settlement processes in Uganda for both the private and public sectors
4. An understanding and analysis of social security as a right and the current status of social security, pensions and social protection vis-à-vis the formal sector, the informal sector and the rural populations.

**Learning Outcomes**

The student is expected;

1. To be able to advise on any aspect of health and safety at work, workers’ compensation, labour dispute settlement processes and social security and social protection in both the private and public sectors
2. To be able to apply the law in practice
3. To have a critical attitude with regard to the existing law and be able to assess 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.