

Certificate In Labour Law

Introduction

Welcome to the Certificate in Labour Law course! This course is designed to provide a comprehensive understanding of the legal framework governing the employment relationship in Sri Lanka. You will gain knowledge on various aspects of labor laws and regulations, including the differences between contract for service and contract of service, trade unions and industrial relations, types of termination, payment of gratuity, and more.

Prerequisites


There are no specific prerequisites for this course, but a basic understanding of the legal system would be helpful.


Target Audience: This course is designed for individuals who want to develop their understanding of labor laws and regulations, such as HR managers, legal professionals, and anyone who is interested in employment law.

Final Assessment

The final assessment for this course will be an online multiple-choice question (MCQ) paper. The paper will test your knowledge on the topics covered in the course and assess your ability to apply the concepts covered in real-world situations. You will need to score at least 60% to pass the assessment and earn your Certificate in Labour Law.



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Course Outline: Certificate in Labour Law

Module 1: Development in Industrial Law

- Historical evolution of industrial law
- The Constitution and labour law
- Laws governing industrial relations in Sri Lanka
- The legal framework for resolving labour disputes

Module 2: Contract of Service and Contract for Service

- Understanding the difference between contract of service and contract for service
- Employment contracts and their elements
- Essential terms and conditions of employment


Module 3: Trade Unions and Industrial Relations


- Overview of trade unionism in Sri Lanka
- Functions of trade unions
- Industrial relations and their importance
- Collective bargaining and its process

Module 4: Settlement of Industrial Disputes

- Conciliation process
- Mediation process
- Labor tribunal process
- Appeals process



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Module 5: Termination of Employment

- Types of termination and their legal implications
- Termination procedures and due process
- The role of tribunals in handling termination disputes

Module 6: Special Provisions for Termination of Employment of Workmen

- The Termination of Employment of Workmen (Special Provisions) Act
- Redundancy and retrenchment
- Unfair dismissal and compensation

Module 7: Other Relevant Laws


- Payment of Gratuity Act
- Shop and Office Employees' Act
- Employees' Provident Fund Act
- Employees' Trust Fund Act No. 46 of 1980
- Maternity Benefits Act


Module 8: Grievance Handling in Labor Relations

- Causes of grievances in the workplace
- Importance of grievance handling
- Grievance handling procedure
- Role of management and trade unions in grievance handling

Note: The course outline is subject to change and customization based on the requirements of the course provider and the learners.



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Recourse Person




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