



Bangladesh University of Business and Technology (BUBT)

(Outcome-Based Curriculum)

**Faculty of Law**

**LLB (Hons.) Program**

**Course Outline**

**Part A- Introduction**

1. Course Code : LAW2201
2. Course Title : Labour Law
3. Course Type: : Compulsory
4. Year/Semester : 2<sup>nd</sup> Year, Semester-2
5. Academic Session : Fall 2025
6. Course Teacher's Information :
  - Name and Code : Md. Shakibuzzaman (MSBN)
  - Designation : Lecturer
  - Department : Department of Law & Justice
  - Cell Phone : +8801703538222
  - Email : sakibshishir3@gmail.com
  - Room Number : Building 01, Room No. 512
7. Pre-requisite (if any) : None
8. Credit Value : 4.00 Credit Hours
9. Contact Hours : Class Hours = 17 Weeks = (34 classes x 75 minutes per class or Total 42.5 hrs+ 17x 50 minutes per class or Total 14.17 hrs)= 56.67 hrs  

Counseling Hours = 17 Weeks x 2 Hours per week = 34 Hours

***\*For optimum utilization of physical resources, the duration of our class weeks are 17 weeks.***
10. Total Marks : 100

**Rationale of the Course:**

This course aims to provide students with the basic overview of labor law, especially the nature and scope of labor law, the rational of labor laws in organizations, the international labor organization, the provisions of labor laws of Bangladesh, occupational hazards and risk, and the nuances of employer employee relationship at work. This course is structured with the opportunity to explore a basic theoretical approach to industrial relations with the dominant objective being to develop a practical understanding of the dynamics of industrial relations in Bangladesh. It further focuses on institutional structures, policies and procedures in industrial relations, method of conflict resolutions including arbitration and bargaining. The course also covers other topics and issues on terms and conditions of employment, health, hygiene, safety, welfare, leave and holiday, right to wages etc.

### 11. Class Schedule and Counseling Hours

| Intake | Section | Class Schedule |                         |          | Counseling Hours |                         |          |
|--------|---------|----------------|-------------------------|----------|------------------|-------------------------|----------|
|        |         | Day            | Time                    | Room No. | Day              | Time                    | Room No. |
| 51     | 2       | Monday         | 01.30 PM to<br>02.45 PM | B1-501   | Monday           | 10.30 AM to<br>12.30 PM | B1-512   |
|        |         | Tuesday        | 04.00 PM to<br>05.15 PM | B1-508   | Tuesday          | 11.00 AM to<br>01.00 PM | B1-512   |
|        |         | Thursday       | 08.00 AM to<br>09.15 AM | B1-508   | Thursday         | 12.00 PM to<br>01.00 PM | B1-512   |
|        |         |                |                         |          |                  |                         |          |

### 13. Course Objectives:

1. **Understand the overview, importance, and scope** of Labour Law in Bangladesh, emphasizing its application in the context of employment relationships.
2. **Examine the historical development** of Labour Law in Bangladesh, analyzing key legislative changes and their impact on labor rights.
3. **Analyse the structure and key provisions** of the Bangladesh Labour Act, 2006, focusing on its organization and significant legal mandates.
4. **Define and classify workers** under the Labour Act 2006, exploring the implications of different classifications on rights and protections.
5. **Explore types of employment contracts and conditions of employment**, including their legal implications and variations in practice.

### Course Learning Outcomes (CLOs)

By the end of this course, students will be able to:

1. Demonstrate understanding of the overview, importance, and scope of Labour Law in Bangladesh, integrating its application in legal practice and policy.
2. Evaluate the historical development of Labour Law in Bangladesh, analyzing legislative changes and their impact on labor rights and regulations.

3. Explain and apply the key provisions of the Bangladesh Labour Act, 2006, interpreting their legal significance and practical application in employment contexts.
4. Classify workers according to definitions provided in the Labour Act, 2006, applying these classifications to real-world scenarios and legal cases.
5. Analyze and interpret different types of employment contracts and conditions of employment, assessing their compliance with legal standards and implications for employee rights and employer obligations.

#### **14. Course Learning Outcomes (CLOs) and Mapping of CLOs with Program Learning Outcomes (PLOs):**

**Course Learning Outcomes: At the end of the Course, the Students will be able to-**

|             |                                                                                                                                                                                                  |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>CLO1</b> | Demonstrate an appreciation of the industrial, economic and social contexts in which labour is regulated.                                                                                        |
| <b>CLO2</b> | Assess the rights of worker as expressed in the labour law of Bangladesh which developed through a long struggle.                                                                                |
| <b>CLO3</b> | Explain the significance and content of the terms and conditions of employment and its relationship to industrial awards and workplace agreements.                                               |
| <b>CLO4</b> | Demonstrate an understanding of the legal regulations of trade unions. Demonstrate the skills required in applying legal rules and principles to factual situations in problem solving exercise. |

#### **Mapping of Course Outcomes to Program Outcomes**

| <b>Course Learning Outcomes (CLOs) \ Program Learning Outcomes (PLOs)</b>                           | PL01 | PL02 | PL03 | PL04 | PL05 | PL06 | PL07 | PL08 |
|-----------------------------------------------------------------------------------------------------|------|------|------|------|------|------|------|------|
| CLO1: Demonstrate understanding of the overview, importance, and scope of Labour Law in Bangladesh. | ✓    | ✓    | ✓    |      | ✓    |      | ✓    | ✓    |
| CLO2: Evaluate the historical development of Labour Law in Bangladesh.                              | ✓    | ✓    | ✓    |      |      | ✓    |      | ✓    |
| CLO3: Explain and apply the key provisions of the Bangladesh Labour Act, 2006..                     | ✓    | ✓    |      |      | ✓    |      |      | ✓    |

|                                                                                                   |   |   |   |  |   |   |   |   |
|---------------------------------------------------------------------------------------------------|---|---|---|--|---|---|---|---|
| CLO4: Classify workers according to definitions provided in the Labour Act, 2006.                 | ✓ | ✓ | ✓ |  | ✓ |   | ✓ | ✓ |
| CLO5: Analyze and interpret different types of employment contracts and conditions of employment. | ✓ | ✓ | ✓ |  | ✓ | ✓ |   | ✓ |

**Part B:**

**15. Course plan specifying contents, CLOs, teaching-learning and assessment strategy with corresponding CLOs:**

| <b>Wee<br/>k</b> | <b>Lectu<br/>re</b> |  |
|------------------|---------------------|--|
| <b>1</b>         | <b>1-3</b>          |  |
| <b>2</b>         | <b>4-6</b>          |  |
| <b>3</b>         | <b>7-9</b>          |  |



|          |              |  |
|----------|--------------|--|
| <b>4</b> | <b>10-12</b> |  |
| <b>5</b> | <b>13-15</b> |  |
| <b>6</b> | <b>16-18</b> |  |

|   |       |                  |
|---|-------|------------------|
| 7 | 19-21 |                  |
| 8 | 22-24 |                  |
|   |       |                  |
| 9 | 25-27 | Formation, Regis |

|  |  |  |
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|    |       |         |
|----|-------|---------|
| 10 | 28-30 | Procedu |
| 11 | 31-33 | Regu    |
| 12 | 34-36 |         |

|           |              |                                                                 |
|-----------|--------------|-----------------------------------------------------------------|
| <b>13</b> | <b>37-39</b> |                                                                 |
| <b>14</b> | <b>40-42</b> | <b>Social Security Measures, Welfare Provisions for Workers</b> |
| <b>15</b> | <b>43-45</b> |                                                                 |
| <b>16</b> | <b>46-48</b> |                                                                 |
| <b>17</b> | <b>49-51</b> |                                                                 |

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## Part C

### 16. Assessment and Evaluation:

#### a) Assessment Strategy:

- i. Students will have **two class tests (CTs)** during the semester in this course. The date and time of each Class Test will be announced before the tests. All CTs will be closed book.
- ii. The marks of the **two class tests** will be counted and averaged.
- iii. There will be **one assignment** with **presentation**.
- iv. No late submission of any assignment will be accepted.
- v. If students cannot submit their assignments within due time for any valid reason(s), their assignment will be accepted as late submission but the marks of assignment will be deducted.
- vi. Failure to submit assignments will carry Zero Mark(s).
- vii. Evaluated copies of assignments will be shown to the students during the class time.
- viii. Zero tolerance will be shown in case of copy/manipulation in assignment. Two or more copied assignments will carry zero mark.
- ix. Remaining absent in any presentation will carry zero mark in that presentation and there will be no make-up presentation.
- x. There will be one **Midterm Examination** and the **Final Examination** according to the rule of BUBT.
- xi. All the examined scripts of Class Tests and Midterm Examination will be shown to the students during the class time.

#### b) Marks Distribution:

**Marks distribution of each course at BUBT is made on 100 marks and the distribution of weightage is given below:**

| <i><b>Particulars</b></i>   | <i><b>Marks</b></i> |
|-----------------------------|---------------------|
| Class Attendance            | 05                  |
| Class Test                  | 15                  |
| Assignment and Presentation | 10                  |
| Midterm Examination         | 30                  |
| Final Examination           | 40                  |
| <i><b>Total</b></i>         | <i><b>100</b></i>   |

### Marks distribution for class attendance

A student must attend at least 70% classes in all the courses. 5% marks in each course is allocated for attendance and this score will vary from 1 to 5 according to his/her percentage of presence as shown below:

| <i>Percentage of Attendance</i> | <i>Marks</i> |
|---------------------------------|--------------|
| 91% to 100%                     | 5            |
| 86% to 90%                      | 4            |
| 81% to 86%                      | 3            |
| 76% to 80%                      | 2            |
| 70% to 75%                      | 1            |

### c) Grading Policy:

The grading policy of BUBT will be followed to grade the students:

| <i>Marks (%)</i>   | <i>Letter Grade</i> | <i>Grade Point</i> |
|--------------------|---------------------|--------------------|
| 80 -100            | A+                  | 4.00               |
| 75 to less than 80 | A                   | 3.75               |
| 70 to less than 75 | A-                  | 3.50               |
| 65 to less than 70 | B+                  | 3.25               |
| 60 to less than 65 | B                   | 3.00               |
| 55 to less than 60 | B-                  | 2.75               |
| 50 to less than 55 | C+                  | 2.50               |
| 45 to less than 50 | C                   | 2.25               |
| 40 to less than 45 | D                   | 2.00               |
| Less than 40       | F                   | 0.00               |

### d) Make-up Procedure:

- If any student remains absent in CT(s) because of valid reason(s), he/she must report it to the course teacher immediately. The course teacher may consider the reason(s) of remaining absent in CT(s) and may give a make-up schedule for that CT(s). No further make-up schedule of CT(s) will be given if a student fails to comply with the earlier make-up schedule.
- If any student fails to attend the Mid-term Examination or and Final Examination for valid reason(s), he/she may apply for supplementary examination(s) **according to the rules of BUBT** and the supplementary examination(s) will be conducted by the Controller of Examination according to the examination rules of BUBT.

- iii. If any student remains absent in any class(es) due to valid reason(s), he/she needs to submit a 'Written Application' to the course teacher supported by proper document(s). After verifying the submitted documents, the class teacher may grant him/her a 'Leave of Absence' and may consider the attendance for those class(es).

## **Part D**

### **17. Learning Materials**

#### **Textbooks:**

- Nirmalendu Dhar: Labour and Industrial Laws in Bangladesh, 3rd ed. By A.K.M Nasim, ReMiSi Publishers (2016)
- Abdul Halim, Text Book on Bangladesh Labour Code, Beacon Publications, Dhaka (2020)
- Md. Mahbubur Rahman, Lectures on Labour Laws of Bangladesh

#### **Reference Books & Materials:**

- A. A Khan, Labour and Industrial Law, 1st ed., Udayan Library, Dhaka (2008)
- Dhaka Law Reports (DLR): Bangladesh Labour Code
- Newspaper articles, research articles

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