

**Industrial & Commercial Laws**  
**Foundation-II**

**OBJECTIVES:**

To provide the students with a knowledge of the provisions of various commercial and industrial laws:

- a) To enable them to use the knowledge of laws in formulating various plans leading to operational and long term decisions.
- b) To advise the management about the financial and other implications of these laws for the organisations present and future operations.

**ABILITY REQUIRED:**

Conceptual & theoretical knowledge.

**WEIGHTAGE**

**CONTENTS**

***SECTION 'A' - INDUSTRIAL LAWS (50 MARKS)***

10	1.	<b>FACTORIES ACT 1934 / WORKMEN'S COMPENSATION ACT 1923:</b> Provisions regarding health and safety, working hours including rest intervals, working holidays and overtime, employment of women and children etc. Workman's Compensation Act 1923, provisions regarding definitions, employers' liability for compensation, amount of compensation, methods of calculating wages, review, commutation and distribution of compensation, report of fatal accidents, and medical examination etc.
5	2.	<b>PAYMENT OF WAGES ACT 1936 / PROVINCIAL EMPLOYEES' SOCIAL SECURITY ORDINANCE 1965:</b> Provisions regarding definitions, responsibility for payment of wages, wage period and term of payment, deductions and fines, claims for unpaid wages, etc., Provincial Social Security Ordinance 1965: provisions, regarding definitions, amount and payment of contributions, records and returns, benefits including sickness and maternity benefits, death grants, disablement pension etc.
10	3.	<b>INDUSTRIAL AND COMMERCIAL EMPLOYMENT (STANDING ORDERS) ORDINANCE 1968:</b> Provisions regarding definitions, enforcement and modification of standing orders, schedule of standing orders converging orders on working terms, holidays, attendance, leave, group insurance, bonus, stoppage of work, termination of employment, retrenchment and re-employment of retrenched workers.
15	4.	<b>INDUSTRIAL RELATIONS ORDINANCE, 2002:</b> Trade Unions, Workers' Participation and Dispute Resolution, Labour Courts, National Industrial Relations Commission, Authorities, Decisions, Settlements and Awards, Penalties and Procedures.

- 5        5.        **EMPLOYEES OLD AGE BENEFITS ACT 1976 :**  
Provisions regarding rates of contributions, records and returns, benefits calculation of qualifying contribution period etc.
- 5        6.        **COMPANIES PROFIT (WORKERS' PARTICIPATION) ACT 1968:**  
Companies profit (workers participation) Act 1968: provisions regarding definitions, establishment of the fund, management of the fund and the schedule of the Act containing the scheme etc.
- SECTION 'B' - COMMERCIAL LAWS ( 50 MARKS )**
- 10       7.        **CONTRACT ACT 1872:**  
Offer, acceptance, consideration, void and void-able contracts, contingent contract, performance of contracts, consequence of breach of contract, indemnity and guarantees, bailment, agency etc.
- 10       8.        **SALE OF GOODS ACT 1930:**  
Definition formation of the contract of sale, effects of the contract, performance of the contract, rights of unpaid seller, suits for breach of contract etc.
- 15       9.        **PARTNERSHIP ACT 1934:**  
Definition, the nature of partnership, agreement of partnership relation between the partners, relation to third parties, incoming and outgoing partners, registration and minor partner, liability of partner and dissolution of firm etc.
- 10       10.       **NEGOTIABLE INSTRUMENTS ACT 1881:**  
Negotiable instruments, inland and foreign instruments, promissory notes, bill of exchange, cheques, hundies, parties to the instruments, liability of workers, holder in due course, negotiation.
- 5        11.       **LAW OF ARBITRATION:**  
Definitions, nature and procedure.

**CORE READINGS:**

Mercantile Law and Industrial Law

**AUTHORS:**

Q. A. Wadud,

**PUBLISHER:**

Sun-rise Publishing,  
A/17-2-13 National Cement H.S.  
Block 10/A,  
Gulshan-e-Iqbal  
Karachi

Bare Acts

Govt. of Pakistan

Publications Division Govt. of Pakistan.

**ADDITIONAL READING:**

Mercantile and Industrial Laws  
In Pakistan

Prof. Dr. Khawaja  
Amjad Saeed

Institute of Business Management.  
G.P.O. Box No. 1164,  
Lahore