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LABOR STANDARDS
LAW 2004
Third Term, 2013-2014
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COURSE DESCRIPTION:

The course is about the fundamental principles of labor on recruitment and placement, labor standards, and termination of employment.

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LEARNING OUTCOMES (LO):

On completion of the course, the student is expected to be able to do the following:

1. State the legal bases of labor law and tell where it may be found; recognize the basic rights of workers and employers;
2. Tell when an employer-employee relationship exists; differentiate job contracting from labor-only contracting;
3. Distinguish labor disputes from other disputes;
4. Tell when there is legal recruitment; discuss the rights of apprentices, trainees and the disabled;
5. Restate and apply the minimum standards on hours of work, rest days, holidays, various leaves, minimum wages, payment and protection of wages, 13th month pay, and the working conditions for women, minors, house helps and other special groups of workers;
6. Discuss the right to security of tenure; explain when an employee may quit his/her employment; identify the just and business-related causes for termination of employment; describe the procedural requirements of termination of employment; and identify the remedies and remedies in cases of illegal dismissal;

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