SS1204: Labour Laws in Singapore

Lecturer: A/P Ravi Chandran (course coordinator)

Session: Semester II: 2009/2010

Course Objectives:

The course introduces students to the development of industrial relations and labour laws in Singapore. Students can thus understand why labour relations are the way they are in Singapore. In addition, the course is not purely historical. A substantial part of the course is aimed at looking at the current legal problems faced by employees and employers in Singapore. The objective of the course is that at the end of it, students while appreciating the history of industrial relations and labour laws in Singapore, should be able to confidently make informed decisions concerning current employment issues without falling into legal pitfalls. This course will be of general relevance to all as students are in all likelihood going to be employees or employers some day.

Course Outline:

The course aims to cover the following topics:

1. Introduction
   a. Sources of Law in Singapore
   b. Differences between civil and criminal proceedings in Singapore
   c. Methods of resolving civil disputes relating to labour matters in Singapore

2. Who is considered an employee in Singapore?


4. Terms in the Contract of Employment in Singapore

5. Implied Terms relating to Employer and Employee in Singapore

6. Statutory Duties and Rights relating to Employer and Employee in Singapore

7. Termination of the Contract of Employment in Singapore

8. Health and Safety of Employees in Singapore
9. Trade Unions and Collective Bargaining in Singapore

10. Employment of Foreign Workers in Singapore

**Reading Lists**

Basic Reading:


Supplementary Reading: Various cases, articles and web based resources will be referred to as the course progresses.

**Assessment Methods**

Class participation/using discussion forum: 20%
Group Assignment: 20%
Final Examination: 60%

Class Participation - refers to participation in class and/or the discussion forum. Students will not automatically get some predetermined average mark. *Any* mark within the mark range may be awarded depending on level of participation. Class participation also includes asking question. This is extremely important. I believe, awarding marks for asking questions forces you to think and probe further.

Group Assignment – there will be 2 such assignments. Details will be announced later. However, instead of doing a second assignment, some groups may volunteer to do a debate, video presentation or mini-trial. Details will be announced later.

Final Examination - will be "open-book" and any relevant materials not in breach of copyright laws, may be brought in.

**Contacting the Lecturer**

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Consultation Hours: You are most welcome to come and see me (or e-mail me) if you have any queries or doubts. Do not hesitate at all.