



Contract of employment



Contract of employment

- Are written contracts necessary?
- General law
 - collective agreements
 - law
 - collective agreements
 - social and practices of the organization
 - extra-legal practices of the society

Contract of employment/Conditions of employment should be based on

- General law
- collective agreements
- social and practices of the organization
- extra-legal practices of the society



Other areas under labour relations



Dispute settlement

- Industrial Disputes Act No 41 of 1970

Employment of women and children

- Ministry Order No 202 of 1979

Health and Safety

- Factories Ordinance No 41 of 1948

Superannuation Benefits

- Employees' Provident Fund Act No 11 of 1948

Overview

- Aspects of Labour Relations

Working with Organized Labour

- Trade Union Ordinance No 14 of 1935

Contract of employment

By
Arosha Adikaram
TheCaseSolution.com

Session outline

- Overview of Labour Relations and Labour Law
- Contract of Employment
- Types of Employment

Thank you!

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TheCaseSolution.com

Settlement

Act No 43 of 1950

Employment of women and children

- Maternity Benefits Ordinance No 32 of 1939
- Employment of Women, Young Persons and Children's Act No. 47 of 1936

Health and Safety

Ordinance no 45 of 1942

Women's Compensation Ordinance No 1 of 1947

Occupational Safety Act No 38 of 2009

Pension Benefits

1954

Employees' Provident Fund Act No 15 of 1954

Employees' Trust Fund Act No 46 of 1980

Gratuity Act No 12 of 1983

New regulations and control of the and controlling

It is a condition of employment that you remain free to engage in other business, while you are employed by this organization. Should you be terminated with your services in this condition will not be terminated with your work notice.

Restriction on engaging in other businesses

which clause is more enforceable?

Restrictions on future employments

- Reasonableness
- Genuine Interest to protect
- For Employees
- Geographic Area
- Time Period
- Business connections
- Trade secret

Retirement

The retirement age of the company is 55 years. Your employment with the company will automatically terminate at the end of the month in which you will reach this age.

Transfers

The employer has the right to transfer any employee to any department or location within the company without any notice. The employee must accept the transfer and comply with the instructions of the employer. Failure to do so may result in disciplinary action.

Ending of the contract/employment

The termination of this agreement will require a notice to be given in writing to the other party. The notice period shall be as follows: 1 month for employees and 3 months for directors. The employee must be paid the salary for the notice period.

Resignation

Can the employer not accept the resignation? What if the employee wants to withdraw the resignation?

Unilateral variation of contract

The employer reserves the right to make any change to the terms and conditions of the contract without the consent of the employee.

Termination by the employer

- on disciplinary grounds
- on non-disciplinary grounds

Termination by the employee

- resignation
- vacation of post



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LABOUR LAWS

Overview

- Around 40 labour legislations
- Heavy involvement and control of the government
- Various governing and controlling bodies





BY BUYER OF DELIVERY TO REJECT THE SA... NG DELIVERY OF SUCH

TERMS & CONDITIONS

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ANOTHER...
DUCT (INCL...
FROM AN...
TERMS OR...
STORE OR...
SINGLE...
PREPARED...



Some important labour legislations

Terms and conditions of employment

- Shop and Office Employees Act No 19 of 1954
- Wages Board Ordinance No 27 of 1948

- Employees
- Employees Tr
- Paymen

Super

