**ALLAMA IQBAL OPEN UNIVERSITY, ISLAMABAD**

**(Department of Business Administration)**

**WARNING**

1. **PLAGIARISM OR HIRING OF GHOST WRITER(S) FOR SOLVING THE ASSIGNMENT(S) WILL DEBAR THE STUDENT FROM THE AWARD OF DEGREE/CERTIFICATE IF FOUND AT ANY STAGE.**
2. **SUBMITTING ASSIGNMENTS BORROWED OR STOLEN FROM OTHER(S) AS ONE’S OWN WILL BE PENALIZED AS DEFINED IN “AIOU PLAGIARISM POLICY”.**

**Course: Business and Labor Laws (8514/5043) Semester: Spring, 2025**

**Level: MBA/M.Com/BS**

**Please read the following instructions for writing your assignments. (AD, BS, BED, MA/MSc, MED) (ODL Mode).**

1. All questions are compulsory and carry equal marks but within a question the marks are distributed according to its requirements.
2. Read the question carefully and then answer it according to the requirements of the questions.
3. Avoid irrelevant discussion/information and reproducing from books, study guides or allied material.
4. Handwritten scanned assignments are not acceptable.
5. Upload your typed (in Word or PDF format) assignments on or before the due date.
6. Your analysis and synthesis will be appreciated.
7. Late assignments can’t be uploaded at LMS.
8. The students who attempt their assignments in Urdu/Arabic may upload a scanned copy of their handwritten assignments (in PDF format) on University LMS. The size of the file should not exceed 5MB.

**Total Marks: 100 Pass Marks: 50**

**ASSIGNMENT No. 1**

***Note: Attempt all questions. All questions carry equal marks.***

Q. 1 What are the various essentials of a contract of bailment under the Contact Act, of 1872? Discuss with examples. (20)

Q. 2 What are the legal requirements of sale by auction under the Sale of Goods Act 1930? Discuss with examples. (20)

Q. 3 What is the registration process of a partnership firm under the Partnership Act, of 1932? Discuss with examples. (20)

Q. 4 Discuss the terms commission, discount and premium under the Companies Act, of 2017 with examples. (20)

Q. 5 What is the process of a company winding up by court under the Companies Act, of 2017? Discuss with examples. (20)

**Total Marks: 100 Pass Marks: 50**

**ASSIGNMENT No. 2**

This assignment is a research-oriented activity. Include the following main headings in your report:-

1. Introduction to the topic
2. Important sub-topics
3. Practical aspects concerning the topic
4. Review of theoretical and practical situations
5. SWOT analysis of the organization concerning your topic
6. Conclusions and recommendations
7. Annex, if any

You are also required to select one of the following topics according to the last digit of your roll number and upload the assignments on Aaghi LMS Portal of the university for evaluation. For example, if your roll number is D-3427183 then you will select topic No. 3 (the last digit):

**List of Topics**

1. Benefits General Regulations, 1980
2. Capital Clause of Memorandum
3. Contract of Agency
4. Disposal of Wastes and Effluents
5. Formation of the Contract
6. Powers of Registrar
7. Liability of Employer
8. National Industrial Relations Commission and its Powers
9. Official Liquidator
10. Partnership Agreement

**COURSE OUTLINES**

**Unit–1** **Introduction to Law and Law Governing Contracts**

1.1 Origin of the Contract

1.2 Definition of Contract

1.3 Communication, Acceptance and Revocation

1.4 Essentials of a Valid Contract

1.5 Performance of the Contract

1.6 Discharge of Contract

1.7 Breach of Contract

1.8 Damages of Breach of Contract

1.9 Indemnity and Guarantee

1.10 Contract of Bailment

1.11 Contract of Agency

**Unit–2 Law of Sales of Goods**

2.1 Definitions

2.2 Formation of the Contract.

2.3 Effects of the Contract

2.4 Performance of the Contract

2.5 Rights of Unpaid Seller against the Goods.

2.6 Sale by Auction

2.7 Breach of Contract

**Unit–3 Partnership Law**

3.1 Definitions in Partnership Law

3.2 Types of Partnership

3.3 Essential Elements of a Partnership

3.4 Registration of Partnership Firms

3.5 Partnership Becoming Illegal

3.6 Partnership Distinguished from Company

3.7 Partnership Distinguished from Private Company

3.8 Partnership Distinguished from Co-Ownership

3.9 Partnership Agreement

3.10 Rights and Liabilities of the Members of a Partnership Firm

3.11 Personal Profits Earned by Partners

3.12 The Property of the Firm

3.13 Implied Authority of a Partnership

3.14 Principle of Holding Out

3.15 Minor as a Partner

3.16 Reconstitution of a Firm

3.17 Dissolution of Partnership and Settlement of Accounts on Dissolution

3.18 Rights and Obligations of Partners after Dissolution of Partnership

**Unit–4 Law** **Governing Companies–I**

4.1 Introduction to Companies Act, 2017

4.2 Company Courts

4.3 Corporate Law Authority

4.4 Registration of Company

4.5 Memorandum of Association

4.6 Name of Company

4.7 Registered Office

4.8 Object

4.9 Capital Clause of Memorandum

4.10 Articles of Association

4.11 Promoters

4.12 Contracts

4.13 Prospectus

4.14 Commission, Discount and Premium

4.15 Allotment of Shares

4.16 Commencement of Business

4.17 Membership

4.18 Share Capital

4.19 Shares and Certificates

4.20 Transfer and Transmission of Shares

4.21 Directors

4.22 Chief Executive

**Unit–5 Law Governing Companies–II**

5.1 General Meetings

5.2 Meetings of Directors

5.3 Secretary

5.4 Dividend

5.5 Auditor

5.6 Managing Agents

5.7 Investment by Company

5.8 Debentures

5.9 Private Companies

5.10 Guarantee Company

5.11 Unlimited Company

5.12 Accounts

5.13 Inspection

5.14 Annual Return

5.15 Winding up by Court

5.16 Winding up of Companies

5.17 Contributors and Creditors

5.18 Voluntary Winding-up

5.19 Winding up of Unregistered Companies

5.20 Reconstruction and Amalgamation

5.21 Companies Established Outside Pakistan

5.22 Official Liquidator

**Unit–6 Laws Governing Establishment of Factories**

6.1 Definitions Pertained to the Factories Act. 1934

6.2 Exemption from Certain Provisions of the Act

6.3 Inspectors and their Powers

6.4 Certifying Surgeons

6.5 Health and Safety

6.6 Disposal of Wastes and Effluents

6.7 Artificial Humidification

6.8 Vaccination and Inoculation

6.9 Holidays with Pay and Provisions of the Act for Workers

6.10 Special Provisions for Adolescents and Children

6.11 Penalties and Procedure

6.12 Penalty for Contravention of Act and Rules

6.13 Display of Factory Notices

6.14 Publication of Rules

6.15 Protection to Persons Acting under this Act.

**Unit–7 Laws Governing Industrial Employment and Industrial Relations**

7.1 Trade Unions and Freedom of Associations

7.2 Application for Registration and Requirements.

7.3 Certificate of Registration and its Cancellation

7.4 Power and Functions of Registrar

7.5 Collective Bargaining Agents.

7.6 National Industrial Relations Commission and its Powers.

7.7 Joint Consolation Conciliation and Meditation

7.8 Wage Commission and Fixation of Wages

7.9 Powers of the Wage Commission.

7.10 Penalties and Procedure.

7.11 Penalty of Committing Breach of Settlement.

7.12 Penalty of Embezzlement of Misappropriation of Funds.

7.13 Indemnity and Powers to Make Rules.

**Unit–8 Employees Old Age Benefits Act, 1976–1**

8.1 Employees Old-Age Benefits Contribution Rules, 1978

8.2 Employees Old-Age

8.3 Benefits General Regulations, 1980

8.4 Insured Persons, Board or Trustees, Powers, Functions, and Terms of Office of Members.

8.5 Employees Old-age Benefits Determination or Wages for Computation of Contribution Regulation, 1980.

8.6 Employees Old-Age Benefits Determination of Complaints, Questions, and Disputes Regulations 1980.

**Unit–9 Employees Old Age Benefits Act, 1976** – **II**

9.1 Employees Old Age Benefits Institution and Certificate of Authority and Proof of Age, Payment of Contributions and Liability of Employer.

9.2 Offenses and Penalties

9.3 Finance and Audit.

9.4 Employees Old-Age Benefits, Old Age Pension, Old Age Grant Widows, Pension, Invalidity Provision, Benefit Claims and Benefits, Extinguishment of Benefits.

**Recommended books:**

Saeed K. A. (The latest edition). *Company Law.* Lahore: Khawaja & Khawaja Publishers.

Amin Q. A. (The latest edition). *Business Law.* Islamabad: National Book Foundation.

Cheema, K. M. (The latest edition). *Business Law.* Lahore: Syed Mobin Mahmood & Co.

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