

A Daylong Workshop

Unlock Major Complications in Taxation and Labour Laws

INTRODUCTION

The Human Resources and Finance Managers are always facing a great problem in the way of determining the complete solutions of Gratuity, Provident Fund and specially the treatment of Worker's Welfare Fund according to law. The complications arise when major two parallel statutory laws side by side are applicable on them i.e. the Labour Laws and the Income Tax Laws. The purpose of this workshop is to unlock the complexities for the treatment of Gratuity , Provident Fund and Worker's Welfare Fund.

Second important aspect of this workshop is to know the observations of Supreme Court of Pakistan in its latest landmark verdict.

ABOUT SOFTAX

Softax (Private) Limited has been established in 1997 with an objective to part with affordable quality training in the field of Taxation & Corporate laws, Internal Audit, Accounting and Finance etc. by introducing a unique teaching concept of "learning for solutions". Today Softax is proud to have trained over 25,000 Corporate Executives and arranged more than 800 workshops and short courses.

January 10, 2017
Sunfort Hotel, Lahore

CONTENTS

Gratuity

- The Concept and Procedure of Gratuity
- Gratuity treatment in Labour Laws
- Various Case Laws on Gratuity
- Gratuity Calculation Mechanism in Labour Laws
- Inclusion and Exclusion in Gratuity
- Different Treatment for various Employment Cadre
- Gratuity Trust Deedship – concept
- Types of Gratuity under the Income Tax Ordinance (ITO), 2001
- Approval of Gratuity Fund under the sixth schedule of the ITO, 2001 read with relevant rules prescribed in the Income Tax Rules (ITR), 2002
- Other provisions of the ITO, 2001 relevant to Gratuity
- Investment or deposits of moneys of a Gratuity Fund
- Treatment of different type of Gratuity in the hands of employee
- How to claim Gratuity contribution as business expense.

Provident Fund

- The Concept and Procedure Provident Fund in Labour Laws
- Provident Fund Percentages and its impact
- Provident Fund Trust Deedship
- Benefits of Provident Funds
- Types of Provident Fund
- Approval of Provident Fund under the sixth schedule of the ITO, 2001 read with relevant rules prescribed in the Income Tax Rules, 2002
- Other provisions of the ITO, 2001 relevant to the Provident Fund
- Contribution Limits
- Permitted withdrawals along with limits and other restrictions
- Investment of moneys of a Recognized Provident Fund
- Treatment of different type of Provident Fund in the hands of employee
- How to claim Provident Fund contribution as business expense.

Workers Welfare Fund

- Concept of Workers Welfare Fund
- Treatment of Workers Welfare Fund
- Federal Workers Welfare Fund
- Provincial Workers Welfare Fund
- Comparison in Federal and Provincial Funds
- Legal situation of Workers Welfare Fund
- Relation between WWF and the ITO, 2001
- Collecting Authority
- WWF as deductible allowance under the ITO, 2001
- How to calculate WWF under different scenarios

Supreme Court of Pakistan Judgement – November 2016

- Overview of Supreme Court of Pakistan – Latest Landmark Judgement.
- Current status of WWF after judgment of Supreme Court under the ITO, 2001

RESOURCE PERSONS



Noman Iftikhar Khawaja
(Tax & Management Consultant)

Mr. Noman is a renowned facilitator & Trainer in the field of Taxation with his success track spanning over two decades. More over, he also heads “Softax Consulting” a firm dedicated for the past 25 years to joining Tax Advisory & Compliance together with real life practical problems. He is also heading “Softax (Pvt) Limited as CEO providing web based Online Taxation Support services and corporate training.



Mr. Asif Amin (Advocate)

Mr. Asif Amin has over 16 years of experience in multi-national and national organizations. Some of his renowned serving organizations' sector includes Pharmaceutical, Banking, Telecommunication, FMCGs, Health Care etc. He has conducted numerous workshops on corporate management & legal topics, imparted training to employees of various leading multi-national and well known organizations in Pakistan.

He is enrolled Advocate and being a Legal Consultant, he has expertise in Human Resources Management, Industrial Relations & Employment Laws.

Workshop Investment:

Up to last Date: **Rs. 12,995/-**
After last Date: **Rs. 13,995/-**
+16%Pst

(Inclusive of Course Material, Relevant Case Studies, Lunch, Tea, and Certificate of Participation.)

Last Dates For Registration

06-January-2017

Registration Details:

Please send the following information of the participant(s) through e-mail:

- | | |
|------------------------|----------------|
| 1. Name of Participant | 2. Designation |
| 3. Organization | 4. Telephone # |
| 5. Cell # | 6. E-mail |

For more information and registration:

Lahore

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