

Advance Labour Laws Specialization For Senior Professionals



Introduction

This 2 days advance learning programme is specially designed to support senior professionals who want to specialize in and get advance knowledge with valuable insights into Labour Laws and its Recent Developments. An excellent understanding of the labour laws will enhance and professionals will be enabled to correctly implement the law in their organisation as well to save organisations from future expected legal risks.

Karachi

January 30 & 31, 2018

09:30 AM to 04:30 PM

Movenpick Hotel

About Softax

Softax(Private)Limitedhasbeenestablishedin1997with anobjective to partwithaffordablequalitytraininginthe field of Taxation & Corporate laws, Internal Audit, Accounting and Finance etc. by introducing a unique teachingconceptof“learningforsolutions”.TodaySoftax isproudtohavetrainedover25,000CorporateExecutives and arranged more than 800 workshops and short courses.

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

Who Should Attend?

- Human Resources Professionals
- Industrial Relations Professionals
- Employees Relations Professionals
- Administration Professionals
- Finance Professionals

Course Facilitator

Mr. Asif Amin (Advocate) has over 17 years of service experience in multi-national and well reputed national organizations.

Some of his renowned serving organizations' sectors include Pharmaceutical, Banking, Telecommunication, FMCGs, Health Care etc.

He has conducted numerous workshops on corporate management & legal topics (includes complete range of Industrial Relations Laws, Employment Laws, HRM etc with practice approaches), imparted training to senior professionals of various leading multi-national and well known organizations in Pakistan.

He has provided training to over 6000 senior professionals from more than 700 plus leading MNCs and Well Known Corporate Organizations in Pakistan.

He is enrolled Advocate and being a Legal Consultant specific dealing in Human Resources Management, Industrial Relations , Employment & Commercial Laws.

He has also participated in various Live Business Talk Shows in TV Channels. His written research legal articles has been published in various leading research law magazines.



For more details, please contact:

Mr. Mujtaba Qayyum

(Workshop Coordinator)

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Workshop Investment:

Up to last Date: **Rs. 25,000/-**

After last Date: Rs. 26,000/-

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

Last date for registration:

27-January-2018

10% Discount

*on a group of 3 participants
from one organization*



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Contents

The Law relating to Terms and Conditions of Labours

- Overview of the Law
- Advantages and Disadvantages
- Difficult Provisions
- Applicability to Establishments
- Major Impacts on Establishment
- Statutory Benefits for Employees/Workers
- Statutory Obligations of Employers
- Recent Major Changes as per law

The Law of Working Hours & Overtime

- Law of Overtime and Distribution Mechanism
- Working Hours (Federal & Provincial) Laws

The Law of Bonus and Practices for Employment Categories

- Employment Classification as per Labour Laws
- Bonus Concept in Law
- Types of Bonus as per Labour Law
- Distribution Mechanism of Bonus

The Law of Gratuity & Provident Fund (Overview)

- The Law of Gratuity
- Case Laws of Gratuity
- The Calculation Mechanism of Gratuity
- Recognized & Un-Recognized Gratuity -Concept
- The Law of Provident Fund
- Provident Fund Percentage –Legality & Solution
- Provident Fund Percentage –(Federal & Provincial) Laws
- Provident Fund Trust - Concept
- Provident Fund versus Gratuity

The Law of relating to Shops and Commercial Establishment

- Overview of the Law
- Applicability to Establishments
- Working Hours and Overtime

The Law of Social Security

- Overview of the Law
- Advantages and Disadvantages
- Contribution Mechanism
- Applicability to Establishments
- Coverage of Employees
- Major Impacts
- Recent Judgment of Superior Court

The Law of Employees Old Age Benefits

- Overview of the Law
- Contribution Mechanism
- Applicability to Establishments
- Coverage of Employees
- EOBI Benefits
- Major Impacts
- Legal Disputes
- Impact of Recent Apex Court Judgements

The Law of Factories Act

- Overview of the Law
- Applicability to Establishments
- Differential between worker and non worker
- Working hours, leave and overtime
- Major Impact on Organizations

The Law relating to Workmen Compensation

- Overview of the Law
- Applicability to Establishments & Industries
- Compensation rates
- Authority to payment
- Judicial Forum of Workmen Compensation
- Legal responsibility of Organizations

Judicial Forum for Employees

- Overview of Judicial Forum for Employees Claims
- Jurisdiction of Judicial Forum for Employees
- Who can go in which Judicial Forum
- Legal responsibility of Organizations
- Legal Remedies for Organizations

The Law relating to Industrial Relations

- Industrial Relations Law in a Historical Perspective
- Current Status of Industrial Relations Laws
- The role of HR Mangers in Industrial and Employees Relations.
- What skills are required for HR/IR Managers to handle Industrial and Employees Relations matters.
- Industrial Relations versus Employees Relations.
- Industrial Relations Law Overview.
- Provincial Industrial Relations Law.
- Trans-provincial Industrial Relations Law.
- Trade Unions and their roles.
- Role of Collective Bargaining Agent (CBA).
- Charter of Demand.
- Charter of Demand Clauses.
- Charter of Demand (Legal and illegal Clauses).
- Counter of Charter of Demand.
- Overview of Industrial Disputes.
- How to avoid Industrial Disputes.
- How to conclude Charter of Demand.
- Time Period for Charter of Demand.
- Procedure of Charter of Demand.
- How to reach on WIN-WIN Situation.
- Failure of Charter of Demand & repercussions.
- Overview of Memorandum of Settlement.
- How to initiate Legal Actions against unwilling Employees.
- Bar on Legal Action against Office Bearers.
- Role of Federations in Charter of Demand.
- Redress of Individual Grievances
- Types of Employees
- Employees Terminations & Transfers
- Best Practices of Well Known Organizations.
- Superior Courts Judgements

Laws relating to Retrenchment & Terminations and procedure of Disciplinary Enquiry, Investigations and Punishments

- Retrenchment as per Employment Laws (Latest Changes)
- Retrenchment Procedure as per Employment Laws
- How and When Retrench Employees
- Legal Grounds of Retrenchment
- Employee Discipline & Labour Laws (Latest Changes)
- Employees Categories as per Labour Laws
- Employee Grievances & Redress of Grievances
- Disciplinary Action as per Labour Laws
- The Role of Trans-provincial Organizations
- Show Cause Notice & Charge Sheet
- Time Bar Charge Sheets
- Mistakes in Charge Sheets
- Types of Misconducts (Latest Changes)
- How to conduct Enquiry
- Enquiry Procedure as per Labour Laws (Latest Changes)
- Office Bearer of Trade Union and Enquiry reactions
- Enquiry during Industrial Disputes
- Enquiry in Women Harassment Cases
- How to constitute Enquiry Board on Women Harassment matters
- Enquiry Board working on Women Harassment Cases
- How to conduct Enquiry on Women Harassment matters
- Loopholes in Enquiry Procedures
- Case Laws of Enquiry Defects
- Case Laws of Re-instatement
- Natural Justice & Social Justice according to Employment Laws
- Guilty of Misconduct as per Labour Laws
- Punishments & Penalty Procedure as per Law
- Judicial Forums for Employees
- Termination, Dismissal, Suspension, Discharge,
- Layoffs, Retrenchment, Resignation, Retirement
- How to take Prohibitory Orders from Courts
- Legal Remedies & Defenses
- Legal Dues

Some other Latest Features

- Contract Labour Management
- Terms and Conditions of Contract Employees
- Employment Bonds
- Labour Laws and Contract Employment
- Recent Apex Court Rulings in Contract Labour matters
- Recent Judgement of Apex Court the principle of “Quid Pro Quo” impact in major labour laws