

One day Training

Workplace Harassment Laws for Corporate Sectors (Punjab versus Federal)

Complications, Remedies & Strategies



SOFTAX
real time taxation support



12-February-2019
9:30 AM to 04:30 PM

 **Lahore**
Faletti's Hotel

>> INTRODUCTION

Organisational Sexual Harassment is far more prevalent in the corporate workplace than most people realize. Harassment and discrimination grievance complaints are among the most sensitive and difficult issues for HR professionals to handle. Discrimination and harassment are harmful to corporate sector employees and to the organisations at large. One of the most important tasks for HR is to work to prevent these types of complaints, and, if and when they occur, to know exactly how to handle them. In this corporate workshop we will know the legal obligation for organization and how to handle such grievance complaints as per defined law on that matter. How to avoid severe legal consequences/risk to implement Sexual Harassment Policy according to its laws and defined detailed & complicated procedures.

Further, participants will also learn how to Enquiry Committee should conduct enquiry as per law and what are the basic and necessary components for Workplace Harassment Enquiry.

>> 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 30,000 Corporate Executives and arranged more than 850 workshops and short courses.

>> COURSE FACILITATOR **Mr. Asif Amin | Lawyer | Legal Consultant | Corporate Trainer**

He is a Practicing Advocate High Court and being a Legal Consultant specific dealing in Human Resources Management, Industrial Relations Laws, Employment Laws, Banking Laws, Civil & Commercial Laws.



Being a Management Consultant and having Legal exposure, he has conducted numerous training workshops on Corporate Management & Legal topics (includes complete range of Industrial Relations Laws, Employment Laws, HRM & Banking Laws etc with practice approaches. He imparted training to senior professionals of numerous leading multi-national and well known organizations in Pakistan.

He has provided training to over 8500 professionals from more than 850 plus leading MNCs and Well Known Corporate Organizations in Pakistan.

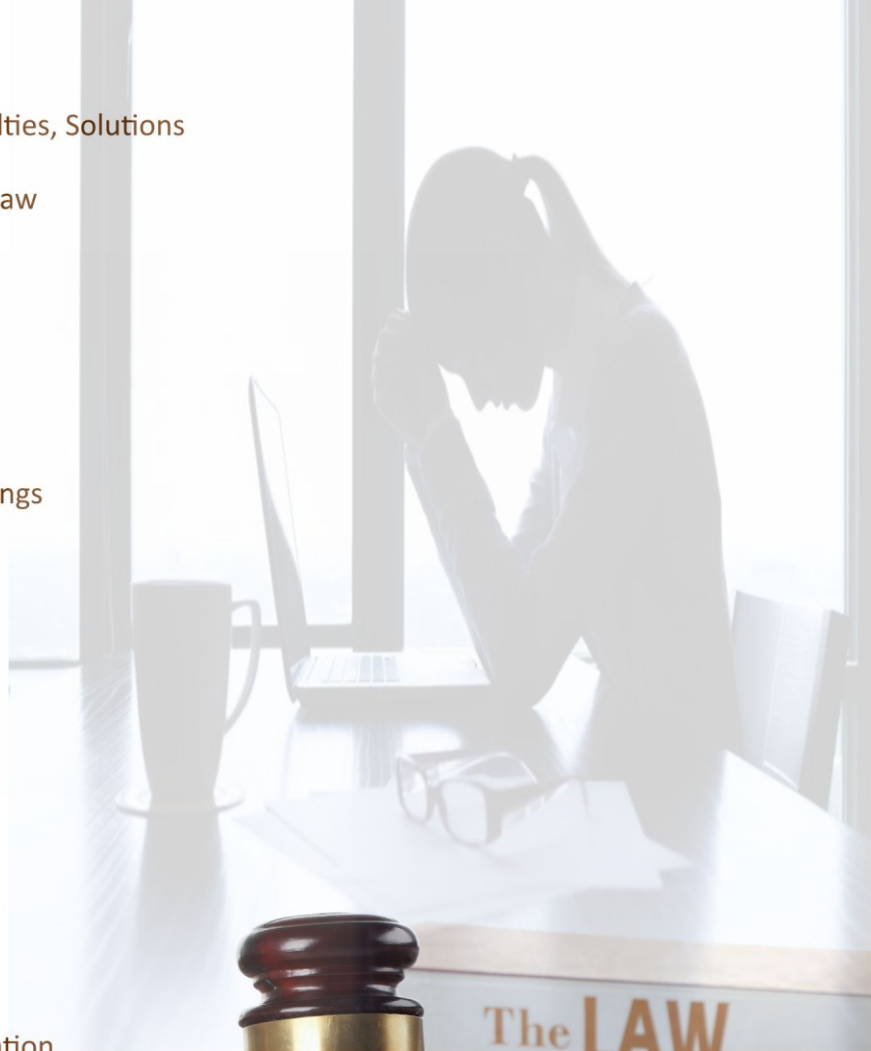
Mr. Asif Amin (Advocate) has previous over 16 years of service experience in multi-national and well reputed national organizations.

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

He has also invited in numerous Live Business & Legal Talk Shows in various TV News Channels. His written research legal articles have been published in various leading research law magazines.

»» CONTENTS

- Workplace Harassment Laws and Objective
- Workplace Harassment Laws Procedure, Difficulties, Solutions
- Practical Scenarios
- Federal and Provincial Workplace Harassment Law
- Fundamental Rights & Equity
- Principle "Audi Alter am Partem"
- Principle "Laches"
- Principle "Fair Trial"
- Responsibility of HR Department
- How to raise complaint – mechanism
- How to handle complaints – mechanism
- How to initiate workplace harassment proceedings
- How to take remedial & preventive measures
- Inquiry Procedure as per Law
- Inquiry Committee's Structure
- Inquiry Proceeding's time bar
- C.B.A's role in Inquiry Proceedings
- Competent Authority & Appellant Authority
- Ombudsman Power and Jurisdictions
- Formal & Informal Complaints scope
- Major & Minor Punishment as per Law
- Code of Conduct for Organizations as per Law
- Penalty on Organizations
- Provision of Pakistan Penal Code
- Misuse of Law and Remedies
- Caselaws
- Strategies, Remedies and Defences for Organisation



12-February-2019
Sunfort Hotel, Lahore

»» WHO SHOULD ATTEND?

HR Professionals
Administration Professionals
IR/ER Professionals
Legal Executives
Management Professionals
Women are encouraged to attend this workshop

Workshop Investment:

Up to last Date: Rs. 14,995/-
After last Date: Rs. 15,995/-
+16% PST

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

Last Date For Registration
10-feb-2019

»» REGISTRATION DETAILS

Please send following information of participant(s) through e-mail at training@softax.com.pk

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

»» FOR MORE DETAILS

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