

WORKSHOP ON

SALARY, WAGE & COMPENSATION MANAGEMENT

IN ACCORDANCE WITH LABOUR LAWS

JUNE 17, 2019 AT MOVENPICK HOTEL, KARACHI | JUNE 26, 2019 AT SUNFORT HOTEL, LAHORE | 10:00 AM TO 5:00 PM

INTRODUCTION

Salary, Wage & Compensation Management plays vital roles for every organization. With the passage of time and enactment of labour laws it becomes sometime complicated accordance with law and for its compliances.

The purpose of this workshop is to learn in accordance with legal and statutory point of view about Salary, Wage & Compensation how to well manage it within organisation, it is sometime makes more difficult to understand and organizations lead towards unnecessary litigations. In order to not only save organisations but also avoid difficulties and overcoming litigations hurdles in the way of organisations, so particularly it is a greater need for HRD and Finance professionals to learn and grip over the subject.

As per statutory obligation it is necessary to well know about Salary, Wage & Compensation Administration techniques, tools and concepts in order to avoid prolonged and huge litigation cost. In this workshop participants will know the best practices of well known organizations and statutory obligations and will able to run smooth functions of Salary, Wage & Compensation Management with better understandings of the concept.

RESOURCE PERSON



Mr. Asif Amin (Advocate)

He is an Advocate High Court and being a Legal Consultant specific dealing in Human Resources Management, Industrial Relations Laws, Employment Laws, Banking Laws, and 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 practical 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.

WORKSHOP ON

SALARY, WAGE & COMPENSATION MANAGEMENT

IN ACCORDANCE WITH LABOUR LAWS

Wage & Salary Overview as per Labour Laws

- Wages Classification & Objective
- Wages versus Salary
- Salary/Wage Breakups
- Practices of Organizations

Law of Working Hours & Overtime

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

Wages determining factors, effects and legality

- Determination of Wages
- Wages & Collective Bargaining as per Labour Laws
- After Effects on Wages through Collective Bargaining
- Financial Impacts on Wages
- Equity and Natural Justice

The Law of Bonus and Practices for Employment Categories

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

EOBI & Social Security

- Applicability
- Current Position
- Contribution Mechanism
- Types of Benefits

The Law of Gratuity & Provident Fund (Overview)

- The Law of Gratuity
- The Calculation Mechanism of Gratuity
- The Law of Provident Fund in view of Labour Laws
- Provident Fund Percentage
- Provident Fund versus Gratuity

The Law of WPPF (Overview)

- The Law of The Companies Profit Workers Participation(WPPF)
- WPPF (Federal & Provincial)
- WPPF (Calculations and Distributions Mechanism)
- Sindh WPPF –(Calculations and Distributions Mechanism)

Statutory Bindings and Organizational Practices

- Fringe, Benefits and Compensation as per Labour Laws
- Compensation Rates (Federal & Provincial)
- Termination of Employment and Compensation
- Types of Terminations

Judiciary forums related to Salary & Wages

- Judiciary Forum for Salary/Wages Claims
- Recent Court Judgments

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MOVENPICK HOTEL,

KARACHI

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SUNFORT HOTEL,

LAHORE

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.

REGISTRATION DETAILS

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

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

Workshop Investment:

Up to last Date: Rs. 16,995/-

After last Date: Rs. 17,995/-

+16% PST for Lahore only

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

Last date for registration:

Karachi: June 07, 2019

Lahore: June 21, 2019

For more details, contact:

Karachi

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