



One day workshop on

Employees Salary, Wage, Benefits & Compensation Management

(Under Employment Law)

July 28, 2022
10:00 AM to 05:00 PM
Movenpick Hotel,
Karachi

August 02, 2022
10:00 AM to 05:00 PM
Lexus Grand Hotel,
Lahore

Course Objective

Salary & Wage 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 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 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 Management with better understandings of the concept.

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 32,000 Corporate Executives and arranged more than 900 workshops and short courses.

Who Should Attend:



Human Resources
Professionals



Finance
Professionals



Administration &
Legal Professionals



Industrial Relations
Professionals

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SOFTAX
real time taxation support

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Course Contents

- **Wage & Salary Overview as per Labour Laws**
- Wages Classification & Objective
- Wages versus Salary
- Salary/Wage Breakups
- Case Laws
- Practices of MNCs and Well-knowns Companies
- **Law of Working Hours & Overtime**
- Law of Overtime and Distribution Mechanism
- Working Hours (Federal & Provincial) Laws
- **Wages determining factors, effects and legality**
- Minimum Wages Board - Legality
- Wages & Collective Bargaining as per Labour Laws
- After Effects on Wages through Collective Bargaining – Legality
- Financial Impacts on Wages – Legality & Solutions
- Equity and Natural Justice
- Case Law
- **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
- The Law of Provident Fund in view of Labour Laws
- Provident Fund Percentage – Legality & Solution
- Provident Fund Percentage – (Federal & Provincial) Laws
- Provident Fund Trust - Concept
- Provident Fund versus Gratuity
- **The Law of EOBI & Social Security (Overview)**
- The Law of EOBI – Important Aspects
- The Law of Social Security – Important Aspects
- Calculation Mechanism
- Ground Reality
- Case Laws
- **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
- Compensation versus Performance
- **Judiciary forums related to Salary & Wages**
- Judiciary Forum for Salary/Wages Claims
- Recent Court Judgments

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 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 10000 professionals from more than 1000 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.



Registration Details

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

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

Workshop Investment:

Rs. 19,995/-

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

For more details & registration:

Karachi

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