



Pakistan Society for
Training & Development

Labour Laws After the Devolution



31st
MARCH



Labour laws or employment laws are the body of laws comprising statutory provisions for managing the industrial and commercial establishments, court rulings and precedents, which address the reciprocal rights and obligations of the employers and their employees. As such they provide various enactments with welfare orientation and forums for improvement in the working conditions and relationship between the employers and workers and procedures for the resolution of industrial disputes.

Learning Objectives

Implications generated due to the recently pronounced judgments by the superior courts in labour matters. These judgments are helping in clarifying the ambiguities caused on account of promulgation of labour laws especially in the Sindh province, following the devolution.

To assess and manage situations relating to indiscipline whereby counseling or reprimanding an employee becomes necessary in order to avoid repetition of such behavior in the future. To identify and co-relate instances of indiscipline with those acts and/or omissions which constitute misconduct under the law and to propose the course of action in such instances or cases. Handling of cases of harassment at the workplace.

Course Content

Purpose

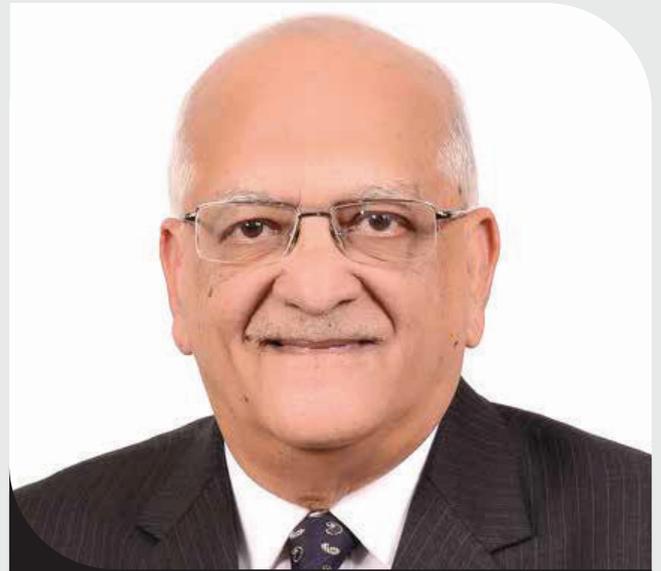
Know the history of labour legislation and employment contract. Besides other laws, understand the Sindh Terms of Employment (Standing Orders) Act, 2015, the Sindh Industrial relations Act, 2013 and the drastic changes made in the Sindh Employees' Social Security Act, 2016.

Methodology

The course will be interactive in which the participants will be encouraged to share their work experiences in the group. The trainer will cite his own instances of critical industrial disputes confronted by him during his association with various companies and whether or not those disputes ended according to the management's expectation. During the discussion on disciplinary procedure, a role play will be conducted in order to hone the participants' skill of managing the discipline issues.

Target Audience

Human Resource and industrial relationship managers, line managers with large teams, supervisors of non-management staff from both public and private sector.



Trainer's profile:

Parvez Rahim

Parvez Rahim has over 46 years experience in industrial and employee relations, mostly in the multinational companies. After graduating from the University Law College, Lahore in 1969, he practiced labour cases in the courts at Lahore for about two years. He joined a state enterprise Lahore Engineering and Foundry Limited in the field of industrial Relations in 1972.

Parvez joined Exxon Chemical Pakistan Ltd at Daharki in 1977 as Industrial Relations Officer and worked there for six years. He then joined ICI Pakistan Ltd in early 1983 as Personnel and Administrative Services Manager in its Polyester Business at Sheikhpura and retired in April 2005 as Corporate Industrial Relations Manager at Karachi after working in this capacity for 18 years. He led the ICI management team in ten Union-Management negotiations during this period.

He has been working as the Employee Relations Advisor at a large hospital in Karachi since May 2005, and is currently associated with it as Consultant, Employee Relations.

Parvez is much published writer of letters and articles mostly on labour legislation and industrial relations in the country's leading English publications especially the daily Dawn, to which he has contributed more than 500 articles so far.

PROGRAM DETAILS

Date: March 31st, 2022

Investment Per Participant: PKR 20,000 + ST

Venue: Pakistan Society For Training & Development

Mode: Classroom

Time: 9 AM to 5 PM

CONTACT DETAILS

Uzair Tariq

uzair.tariq@pstd.com.pk

0331-9763144



**Scan me
for location**