

Enhance Compliance, Strengthen Your Organization

Join our focused one-day workshop on Financial and Statutory Compliance of Labour Laws. This program delivers clear, actionable guidance on Pakistan's current labour regulations, focusing on wage calculations, statutory benefits and your organization's financial responsibilities.

WORKSHOP DETAILS

History of Industrial Relations in Pakistan

- History of Labour legislation
- Journey of Industrial Relations in sub-continent
- Constitutional Provisions
- ILO Conventions

Brief History of Labour Laws

- Brief purview Shops and Establishment Act
- Sindh Factories Act 2015
- Sindh Terms of Employment Act 2015
- Important Definitions in above laws
- Registration of offices
- Registration of factory

Financial Obligations under Sindh Terms of Employment Act 2015

- Wages and its calculations
- Time period for payment
- Gratuity or Provident fund
- Annual Bonus under section 13-C and its payment mechanism
- Group Insurance and Group Incentive Scheme

Financial Obligations under Sindh Factories Act 2015

- Provision of leaves in Sindh Factories Act
- Kinds of leaves and their encashment
- Normal working hours, overtime and its payment
- Provision of Canteen, Drinking Water facility and shelter for workers
- Daycare Center

Social Welfare Labor Laws

- Social Security contributions and compliance
- EOBI-Employees' Old-Age Benefits Institution
- WPPF-Workers' Profit Fund
- WWF-Workers' Welfare Fund

OUR TRAINER



Syed Arif Nadeem Zaidi

Associate Partner – Labour Laws Advisory & Training

Syed Arif Nadeem Zaidi is a seasoned professional with more than thirty-five of experience in leadership role in different departments including HR, industrial relations (IR), and employee relations (ER). He specializes in advisory and training solutions that strengthen governance, ensure regulatory compliance, and enhance HR frameworks.

He has held senior roles in different departments at the IBL Group, supporting global brands such as Procter & Gamble, Kellogg's, Mars Incorporated, and Red Bull. He is also a co-founding member of Dunkin' (Karachi) and Habitt retail home store.

Currently, he advises organizations including Lucky Textile Mills, Al-Karam Textile Mills, and Haval on compliance and workforce management. He also contributes to Industry platforms like Korangi Association of Trade and Industry, Federation of Pakistan Chambers of Commerce & Industry, and the Employers Federation of Pakistan, supporting HR, IR, and policy initiatives.

WHO SHOULD ATTEND?

HR professionals, finance managers, business owners, and anyone responsible for workforce compliance.

WORKSHOP INVESTMENT

Rs. 35,000
(exclusive of Tax)

NOTES:

- Early bird discount upto 25 May 2026
- Group Discount available for 3 or more participants from the same Organization (Discounts are mutually exclusive)

REGISTRATION



Scan to Register

For More Details:

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Empower Your Team With Essential Compliance Knowledge