



# Major Labour Laws

## Khyber Pakhtunkhwa versus Federal

Date & Venue

**30th November-2017**

at SHELTON'S REZIDOR Hotel  
Peshawar

Timings:

**9:00 am – 5:30 pm**

Workshop Investment:

**PKR 18,500/-**

### ► Course Introduction

After 18th Constitutional Amendment and the abolition of Concurrent Legislative List, the subject of Labour comes to the exclusive domain of Provincial Legislation.

In view of that the major legislation has been enacted in Khyber Pakhtunkhwa as well. Promulgation of major labour laws played a significant role in the Khyber Pakhtunkhwa.

Some of the focused changes have also been seen in KPK Labour Laws as compared to Federal Labour Laws.

In this workshop, participant will able to learn and to know how about major newly changes in Labour Laws of Pakhtunkhwa versus Federal and its mechanism, disputes, confusions as well as solutions.

## ► Course Contents

### The Law relating to Terms and Conditions of Labours - KPK

- Overview of the Law -- KPK versus Federal
- Important Provisions of “The Khyber Pakhtunkhwa Industrial And Commercial Employment (Standing Orders) Act, 2013”
- Advantages and Disadvantages
- Difficult Provisions
- Applicability to Establishments
- Major Impacts on Establishment
- Impact and Changes in Contract Working System
- Provisions relating to Contract Workers
- Overview of Gratuity Mechanism
- Overview of Provident Fund Mechanism

### The Law of relating to Shops and Commercial Establishment -KPK

- Overview of the Law -- KPK versus Federal
- Important Provisions of “The Khyber Pakhtunkhwa Shops and Establishment Act, 2015”
- Applicability to Establishments
- Working Hours and Overtime

### The Law of Social Security - KPK

- Overview of the Law
- Advantages and Disadvantages
- Contribution Mechanism
- Applicability to Establishments
- Coverage of Employees
- Major Impacts

### The Law of Factories Act - KPK

- Overview of the Law --KPK versus Federal
- Important Provisions of “The Khyber Pakhtunkhwa Factories Act, 2013”
- Applicability to Establishments
- Differential between worker and non-worker
- Working hours, leave and overtime
- Major Impact on Organizations

### The Law relating to Industrial Relations - KPK

- Overview of the Law --KPK versus Federal
- Important Provisions of “The Khyber Pakhtunkhwa Industrial Relations Act, 2010”
- Applicability to Establishments & Industries
- Differential between worker and non-worker
- Collective Bargaining
- Trade Union Mechanism
- Grievance Handling Procedure
- Major Financial Impacts on Corporate Sectors

### The Law relating to Workmen Compensation - KPK

- Overview of the Law --KPK versus Federal
- Important Provisions of “The Khyber Pakhtunkhwa Worker’s Compensation Act, 2013”
- Applicability to Establishments & Industries
- Compensation rates
- Authority to payment
- Judicial Forum of Workmen Compensation
- Legal responsibility of Organizations

### Judicial Forum for Employees -KPK

- Overview of Judicial Forum for Employees Claims
- Jurisdiction of Judicial Forum for Employees
- Who can go in which Judicial Forum
- Legal responsibility of Organizations
- Legal Remedies for Organizations

## Who Should Attend?

- Human Resources Professionals
- Employee Relations Professionals
- Industrial Relations Professionals
- Legal Advisers
- Administration Professionals
- Managers/ General Managers

## Trainer's Profile



Mr. Asif Amin (Advocate) has over 16 years of service experience in multi-national and national organizations. Some of his renowned serving organizations' sectors include Pharmaceutical, Banking, Telecommunication, FMCGs, Health Care etc. He has conducted numerous workshops on corporate management & legal topics, imparted training to employees of various leading multi-national and well known organizations in Pakistan. He has provided training to over 4000 professionals from more than 400 plus leading MNCs and Well Known Corporate Organizations in Pakistan. He is enrolled Advocate and being a Legal Consultant specific dealing in Human Resources Management, Industrial Relations, Employment & Commercial Laws. He has also participated in various Live Business Talk Shows.

## Following is a list of Corporate Clients



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