



ONE DAY TRAINING WORKSHOP

EMPLOYMENT LAW FOR SENIOR PROFESSIONALS

UPDATED 2026

 5th August 2026  Rs. 44,500

 MovenPick Hotel, Karachi



COURSE INTRODUCTION

Employment Law Training Workshop designed to equip HR, Admin, Finance and legal professionals with practical knowledge of workplace legalities. This session will cover essential topics of employment laws. Enhance your understanding of legal compliance to confidently manage employment-related matters.



OBJECTIVES

- What are the necessary employment statutory benefits?
- How can legal risks be overcome and minimized?
- What are the current organizational practices and areas with shortcomings?



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 been invited to 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.

WHO SHOULD ATTEND

Senior Management Professionals from following discipline:

- HR Professionals
- Administration Professionals
- IR/ER Professionals
- Legal Professionals
- Finance Professionals

EMPLOYMENT LAW FOR SENIOR PROFESSIONALS

UPDATED 2026



COURSE BENEFIT

After this workshop, participants will acquire knowledge of major statutory compliances, enabling them to prevent prolonged litigation. They will also gain the ability to conduct and adhere to proper legal procedures, avoiding pitfalls from hiring to firing.

COURSE CONTENTS

Understanding of Employment Laws

- Origin and historical parameters
- Existing applicable laws
- Understand the proposed amendments to labour laws
- How can employers prepare for the upcoming changes?
- The objective of Employment Laws for Organisation and Employees
- What should be focused on while hiring the candidates in a legal manner
- What documents are necessary while hiring
- Major Pitfalls
- Constitutional and legal rights of employees

Contractual Employment and Legal Status

- Contract Employment
- Contractual Arrangements
- Managing contract employees, short and fixed-term employees: what does the law say?
- Rights of contractual employees

Law of working hours

- Law of working hours – Overview
- Provincial laws
- Overtime calculation and limit

Law of leave

- Law of Leave – Overview
- Various types of mandatory leave
- New provision of leave
- Provincial laws

Law of Employee Old Age Benefits

- Law of EOBI - Overview
- To whom the law is applied
- Latest updates
- EOBI contribution formula
- EOBI benefits
- EOBI notices and audit

Law of Employee Old Age Benefits

- Law of EOBI - Overview
- To whom the law is applied
- Latest updates
- EOBI contribution formula
- EOBI benefits
- EOBI notices and audit

Law of Bonus

- Law of Bonus – Overview
- Bonus applicability
- Bonus distribution formula
- Bonus distribution timeline

Law of Gratuity

- Law of Gratuity – Overview
- Provincial laws
- Gratuity formula
- Gratuity distribution
- Loan and gratuity
- Gratuity and types of employees
- Punishment and holding of gratuity legality

Law of Provident Fund

- Law of Provident Fund – Overview
- Provincial laws
- Provident Fund percentage
- Organisational practices
- Provident Fund Trust
- Punishment and holding of PF legality

Benefits & Compensation

- Wage laws
- Statutory Benefits for Contractual Employees
- Statutory Benefits for Regular Employees
- Organisational practices
- What benefits can withhold on termination.
- Benefits on resignation & retirement
- Benefits transferable or not
- Compensation law
- Compensation rates
- Provincial laws
- Full & Final Settlement and Legal Dues

Case Laws & Case Studies

- Practical case studies
- Discussion on Important Judgements of Superior Court
- Practices of Organisations
- Q/A Session

