



**EMPLOYERS'
FEDERATION
OF PAKISTAN**
The Apex Body of Employers



Workshop on

KEY COMPLIANCE CHALLENGES & SOLUTIONS SINDH LABOUR LAWS LANDSCAPE



Blended Model

EFP e-learning platform: 09-12 September 2023

In-person: 13 September 2023, Karachi

OVERVIEW

The blended model of the Workshop on Key Compliance Challenges & Solutions - Sindh Labour Laws Landscape will ensure you remain compliant and well-informed by providing continuous updates on legal revisions. It covers a broad spectrum, including existing laws, new regulations, interpretations, and court decisions.

Our workshop delves into essential labor laws in Sindh Province, enriching your understanding of recent developments. Vital for HR, IR, and compliance teams, as well as executives.

This Workshop is designed with engaging sessions, Q&A, and collaborative exercises to optimize learning for effective problem-solving.

WHAT IS COVERED?

- Minimum Wages: Understand the recent changes and updates in minimum wage regulations and how it impacts both employers and employees in Sindh Province.
- The current legal stance on contributions under the EOBI Act.
- The recent amendments in maternity leaves are mandated by the Sindh Government.
- Calculation of gratuity as part of legal dues & whether gratuity and/or Provident Fund or both are to be paid.
- Novel interpretations by the High Courts and Supreme Court regarding three components of the WPPF bonus received by workers, including how the fund is created, how it is calculated, and how much money employers and employees are required to contribute.
- Amendments in the Social Security Act concerning contributions. Employers should review these amendments and ensure they are fulfilling their obligations to contribute to social security.

WORKSHOP CONTENTS

The latest legal developments on the following subjects on which major labour laws exist will be discussed with reference to Sindh Province:

- Minimum Wages
- Maternity Benefits,
- New case laws in Companies Profit (WPPF),
- Standing Orders,
- Employees' Social Security Act, and
- EOBI

METHODOLOGY

- Participants gain access to thorough course materials, references, and relevant case studies for ongoing study and reflection.
- Using participants' diverse experiences, the workshop offers a comprehensive grasp of labor laws and their real-world application.
- Expert Facilitation: Led by experienced labor law specialists, ensuring insightful discussions and Q&A.

TRAINER

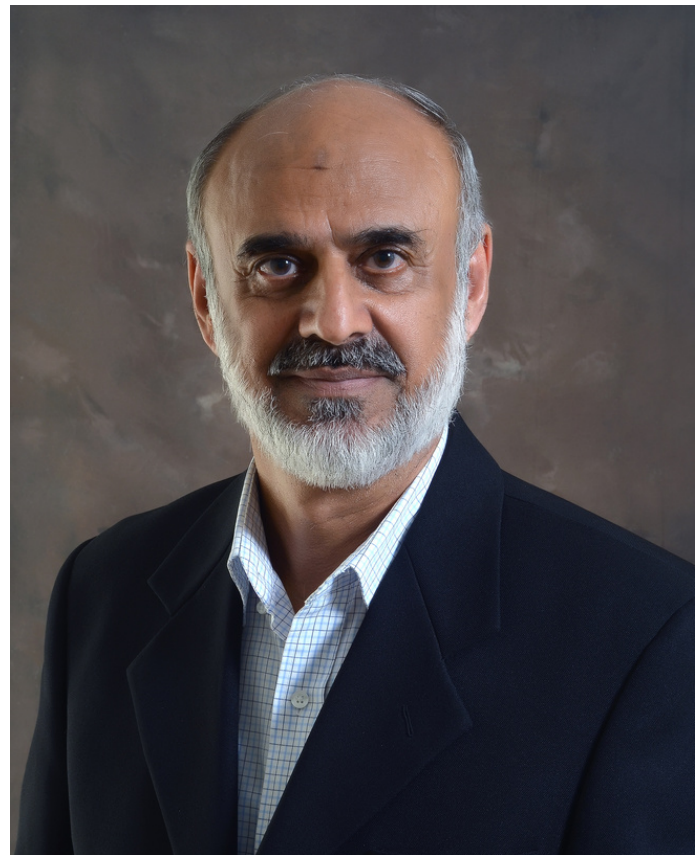
Dr. Perwez Shafi

**Labour Law, HR & IR Advisor, Consultant,
Author, Editor & Trainer**

Dr. Shafi has over 30 years of advisory and research experience. He is widely recognized as a prominent commentator on labour laws, as well as a highly sought-after labour law advisor, consultant, trainer, and teacher.

Since 1994, Dr. Shafi has held the esteemed position of Director of the Bureau of Labour Publications (BLP), where he offers invaluable guidance and consultation on matters pertaining to labour laws.

Additionally, Dr. Shafi is a co-author of the acclaimed book titled "Labour Code of Pakistan," which is regarded as a definitive and authoritative resource on labour laws.



PARTICIPATION PACKAGE

For EFP Members

Rs. 28,000 Inclusive of taxes

For EFP Non-Members

Rs. 32,000 Inclusive of taxes

Note: If the participant/s does not show up or in case the nominated company itself withdraws nomination at any stage, the Processing Fees shall not be refundable/will be fully charged.

HOW TO PARTICIPATE

[Register Now! Click here](#)

Drop us an email for more details

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