Overview

In view of benchmark supreme court judgments and promulgation of new Sindh labour laws recognizing “contractor as an establishment”, it is therefore important to assess your risk threshold and mitigate it before contract employees get permanent and form unions.

Learning Outcomes

• Understanding supreme court judgments, law points and spirit
• Update on new labour laws and provision of “contractor establishment”
• Implications of court judgments and changes in labour laws existing practices in the industry and legal risk threshold
• How to mitigate risk and get the advantage of job contract & don’ts)
• Capacity to better manage the legal risk by improved documentation and practices
• Capacity to better manage the contracts, contractors and contract workers

Who Should Attend?

The management team, line managers and supervisors engaged in managing the contract / outsourced workers, contractors and associated issues.

Advisory Services Available, Get IR Audit of Your Firm

The court cases are decided on law points based on documentary evidence and practices in the company. Lack of knowledge of the laws, bad documentation and management practices of handling the contract / outsourced employees multiply the risk of getting these employees permanent in case of court cases. It is therefore important to get the IR audit of your firm and mitigate risk before it is too late.

Faculty

Dr. Kazi is a senior Human Resources and Industrial Relations professional with over 27 years of professional experience. He has served the industry in the HR field at C-level positions at leading multinational companies in Pakistan and abroad. Dr. Kazi is a specialist in labour-management relations, collective bargaining, contract labour and its legal implications. As a consultant and trainer, he has reviewed the contract / outsourced labour management system at State Bank of Pakistan and delivered customized training at Karachi and Islamabad for SBP-BSC and NIBAF beside helping other corporate professionals and organizations. As a researcher, academician and trainer, he has been associated with IBA Karachi and CBM beside providing consultancy services to the Industry.

Date: 6 April, 2021
Time: 9AM to 5PM
Venue: IoBM

Fees: Rs.19,500/- Per participant; Includes Course Pack, Certificate and Networking.