



THK
GROUP

*Workshop on
Financial and Statutory
Compliance of Applicable
Labor Laws*

**ENHANCE
COMPLIANCE,
STRENGTHEN YOUR
ORGANIZATION**



9:30 AM – 5:30 PM



Thursday,
November 06, 2025



PSTD – Bridging
Knowledge Globally



111-000-422



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The Southern Regional Committee of ICAP, with THK Group as the Learning Partner, is pleased to announce a one-day workshop on "Financial and Statutory Compliance of Applicable Labor Laws.

This workshop aims to provide participants with comprehensive insights into Pakistan's evolving labour regulatory framework, focusing on wage computation, statutory benefits, and financial obligations under key labour laws. The program is designed to enhance organizational compliance, strengthen governance structures, mitigate legal and financial risks, and promote sustainable workforce management practices.

Workshop Outline

- ▶ History of Industrial Relations in Pakistan Brief
- ▶ History of Labor Laws
- ▶ Financial Obligations under Sindh Terms of Employment Act 2015
- ▶ Financial Obligations under Sindh Factories Act 2015
- ▶ Social Welfare Labor Laws (Social Security EOBI, WPPF, WWF)

Who Should Attend?

HR Professionals, Finance Managers, Business Owners & Anyone Responsible for Workforce Compliance.

History of Industrial Relations in Pakistan

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

Brief History of Labor 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

Our Trainer



Syed Arif Nadeem Zaidi

- ▶ Member of Karachi Electric Standing Committee in Korangi Association of Trade and Industries (KATI)
- ▶ Member of Law and Order Standing Committee of (KATI)
- ▶ Member of Automotive Committee of (KATI)
- ▶ Secretary General of Pakistan Hotel and Restaurants Association of Pakistan
- ▶ Member of HR and IR Council in FPCCI
- ▶ Member of IR&ER Committee of Employers Federation of Pakistan
- ▶ Regular Trainer of Labour Law in Several Industries

Investment:

Student / Affiliate: **PKR 15,000/-**
Members **PKR 25,000/-**
Non-Member: **PKR 30,000/-**
Fee is Exclusive of **3% Sales Tax**

**15 % Early Bird Discount till
October 31, 2025**

For Queries:

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