



# Webinar On: Financial Impact of New Punjab Labour Code 2026

Decode the Costs. Navigate Compliance. Lead with Confidence.



 Tuesday | June 30, 2026

 6:00 PM – 8:00 PM

 Zoom | Virtual Session

 **Free of Cost**

**CPD Hours: 02**

**Scan to Register**



Organized by: The Northern Regional Committee (NRC) of ICAP

# The Rules Are Changing — Are You Ready?

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The Punjab Labour Code 2026 is set to transform the financial and compliance landscape by consolidating 25+ Labour laws into one unified framework. From overtime regulations to employee benefits and salary structures, the changes will significantly impact organizational costs and responsibilities.

This webinar is designed to help you **understand, prepare, and stay ahead** of these changes with practical, real-world insights.

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## Why You Should Attend?

- Understand the **financial implications** of the new Labour code
- Prepare for changes in **payroll, overtime, and benefits**
- Avoid **costly compliance risks and penalties**
- Align your organization for **2026–27 financial planning**
- Gain insights from **leading HR and legal experts**



Don't wait for change to impact you — prepare for it now.

# What You Will Gain

By attending this session, you will:

- Reassess payroll and cost structures under the new framework
- Master updated rules for overtime, wages, and deductions
- Design compliant salary slips and compensation structures
- Manage gratuity, Provident Fund, and employee benefits effectively
- Strengthen compliance while maintaining cost efficiency

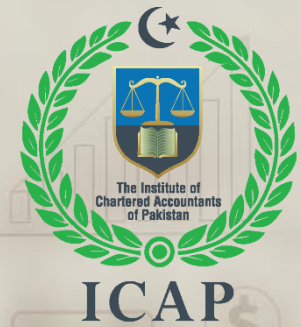
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## Key Areas Covered

- Overtime & Working Hour Regulations
- Salary Structures & Wage Deductions
- Gratuity & Employee Benefits
- Provident Fund & Wage Definitions
- Termination, Redundancy & Severance Pay
- Intern Regulations & Compensation
- Health & Safety Compliance
- Daycare (Creche) Obligations
- Women's Safety & Expanded Coverage



# Industry Experts



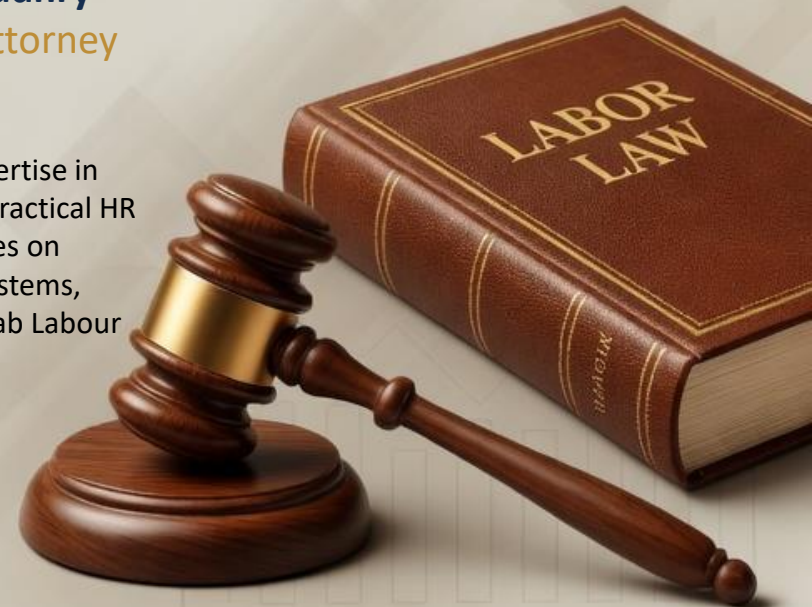
**Mr. Zeeshan Subhan Bandesha**  
Founder & President, PIPD

An experienced HR trainer with over 250+ trainings across Pakistan, Zeeshan specializes in employment & Labour laws, particularly the Punjab Labour Code. He also advises on compliance, industrial relations, and statutory frameworks such as EOBI and PESSI.



**Adv. Shahzad A. Chaudhry**  
HR and Employment Attorney

Shahzad is known for his expertise in aligning legal compliance with practical HR strategies. His work focuses on transforming compliance systems, particularly in light of the Punjab Labour Code 2026 reforms.



## Keynote Address



**Mr. Zeeshan Ijaz**

**Council Member & Chairman Fiscal Laws  
& Economic Advisory Committee ICAP**

Mr. Zeeshan Ijaz is a Fellow Member of ICAP with over 20 years of experience in taxation, corporate advisory, and professional practice

He is Tax Partner at KPMG since 2009 and Head of Office Management for KPMG Lahore, overseeing key operational and strategic functions He specializes in tax compliance, advisory, planning, and regulatory approvals from BOI, SBP, and SECP He has represented KPMG Pakistan at international forums and is an ICAP Council Member 2022-2026 actively serving on multiple ICAP committees and national bodies including RRMCA and FBR ADR Committee

## Opening Remarks



**Mr. Aneel Peter**

**Chairman NRC | Partner KPMG**

Mr. Aneel Peter is a Fellow Member of ICAP and a Certified Internal Auditor with over two decades of experience in Pakistan and the Middle East. Currently, he is working as Partner - Tax at KPMG Taseer Hadi & Co.

He has previously served on the Northern Regional Committee of ICAP in the term 2021 - 25 and has been an active member of several ICAP committees for the past 8 years. He is an advisor to the boards of four non-profits as well as an advisor to the Federal Tax Ombudsman.





## Closing Remarks



**Mr. Ahmad Suleman Zahid**  
**Chairman Faisalabad CPD Committee**  
**Partner Zahid Jamil & Co.**

Mr. Ahmad Suleman Zahid is a Fellow Member of the Institute of Chartered Accountants of Pakistan (ICAP) and the Pakistan Institute of Public Finance Accountants (PIPFA). He is currently serving as a Partner at Zahid Jamil & Co., Chartered Accountants, a member firm of PrimeGlobal in Pakistan.

In addition, he is a Director at Corporate General Solutions (Pvt) Ltd in Pakistan and CGS Accounting & Bookkeeping in the UAE, where he oversees strategic initiatives and cross-border service delivery.

## Master of Ceremonies



**Mr. Atif Ahmad**  
**Managing Partner**  
**Atif Ahmad & Co.**

Mr. Atif Ahmad is an Associate Member of ICAP and PIPFA, with over 15 years of experience in auditing, taxation, financial management, and advisory. He is currently serving as the Managing Partner at Atif Ahmad & Co., with industry exposure spanning manufacturing, real estate, public sector, trusts, trading, and education. His practice extends internationally, delivering back-office and outsourced accounting services to clients across the UK, UAE, and Australia. He is also a registered Income Tax Practitioner (FBR) and serves as a visiting faculty member, lecturing for two international universities.

**Stay informed. Stay compliant. Stay ahead.**

