



**25 Oct 2011, Sheraton Hotel, Karachi**  
**27 Oct 2011, Pearl Continental Hotel, Lahore**  
**9:00 am to 5:00 pm**

# LEGAL ISSUES FOR HR & MANAGEMENT PROFESSIONALS



**Don't wait for the  
boss to ask – **get  
your answers  
now****



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# LEGAL ISSUES FOR HR & MANAGEMENT PROFESSIONALS



## Course Overview:

*This course provides the comprehensive knowledge and skills on all key aspects of Human resource Management and legal issues. As we know that in recent times, the importance of human resource management and development has grown considerably. HRM model as an integrated approach towards the achievement of organizational goals.*

*Since the time when Herbison and Myers declared persons serving in organizations as “Human Capital”, enterprises are focusing considerable attention to developing man power planning, top class recruitment, excellent induction and training, employees’ development, their retention, compensation and welfare aspects. Emphasis has been changing for the better. In this course we create awareness among the employees of industrial and commercial sector organizations in respect of labour legislation which are framed for the betterment of the employees / workers.*

## Who Should Attend

*Directors, Human Resource Managers & Heads, Industrial Managers, Factory Managers, Operation Managers, Admin Managers, Line Managers, Supervisors and Section Heads*

## Course Objective:

- 1. To have an understanding of the importance of the field of HRM in the changing world.*
- 2. To discuss the importance of equal employment opportunity right.*
- 3. To explain how ethical and legal considerations affect the human resource management.*
- 4. To be able to describe the trends and issues in labour relations.*
- 5. To describe current trends in the growth of trade unions and collective bargaining.*
- 6. To know the impact of latest amendments made in the welfare laws.*

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**MR. IMRAN RASHEED** (Chief Operating Officer, SKB Group, L.L.B, B.E – Mining & MBA)

*Mr. Rasheed has done his B.E. in Mining from University of Engineering & Technology, Lahore, L.L.B. from University of Karachi and Master in Business Administration (MBA) from University of Wales at Cardiff, United Kingdom. He has 34 years of professional experience, as Chief Operating Officer in SKB Group, Director at Pakistan's one of the largest Ammunition Manufacturing Company, also worked for Bankers Equity Pakistan, Regional Development Finance Corporation and Kamal Enterprises on Senior Level positions. Transforming organizations culture, synthesizing International management practices into the culture of Pakistani organizations are among the added special areas of his accomplishments.*

*He accumulated over 18 years of professional training career in leadership, management, labour laws, Legal Issues, and system management conducting various training workshops, Visiting Faculty at leading Business Schools of Pakistan. During his professional career he Performed Managerial, Financial, Economic and Technical evaluation / Appraisal of various projects. **Implementation & supervision of various Bank financed projects.***

***He Manages the business operations, Project(s) management, Financial management and budgeting, HRM – Marketing in Gwader Port Housing, & Gwader Port project. He is member of Institute of Engineers Pakistan and Pakistan Engineering Council. Also a fellow member of Institute of Professional Financial Managers , United Kingdom.***

## Workshop Contents

- HRM and its importance in a changing environment i.e in the scenario of globalization and w.t.o.
- HRM and work legislation.
- Equal employment opportunity right.
- The age and gender discriminations.
- Discrimination against disable person.
- Employment testing and discriminations.
- Current issues in employment laws.
- Right for privacy and Right for association.
- Sexual Harassment.

## (I). INDUSTRIAL RELATIONS SYSTEM

- Right to organize Trade Union.
- Collective bargaining process).
- Redress of individual grievance.
- Redress of industrial dispute.

## II. WELFARE LABOUR LAWS

- Compensation law, 1923
- Factories Act, 1934 with special reference to health & safety measures.
- Wage laws & Social security ord. 1965
- E.O.B. Act, 1976
- Workers welfare fund ordinance, 1971.

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### Registration Note:

Participation will be confirmed subject to receipt of payment. Substitutions are welcome. Please notify us in writing at least two working days prior to the event. All cancellations must be sent in writing, and will carry a 15% cancellation fee, once a registration request is received and acknowledged by Terrabiz.

Workshop fees must be paid in Full. No refunds will be given if a written cancellation occurs within 10 working days prior to the workshop. Same applies for delegates who don't attend the workshop without cancellation. Workshop materials will still be couriered to them. However, if you have paid your workshop fee in full and you wish to attend any other workshop from Terrabiz within 6 months of the initial registration, you will only be invoiced for 15% of that workshop fee. Please note that you can transfer only once. In the event of unforeseen circumstance, Terrabiz reserves the right to cancel or postpone the event.

### SAVE TIME AND MONEY WITH IN-HOUSE TRAINING

In-house training is an efficient and cost effective way to ensure that your employees are equipped with the knowledge and skills needed to make a real impact in your organisation.

Training can be arranged for anything from small groups to entire divisions and will take place at a time chosen by and convenient to you.

For onsite customized programs please  
contact Farid Khan

Email: [farid.khan@terrabilgroup.com](mailto:farid.khan@terrabilgroup.com)

Phone: 021 34550431, Cell: 0324 2187627

### Workshop Investment:

**Rs. 10,500 – per participant**

\*Early Bird Discount: (Before 10 Oct, 2011)

**Rs. 9,500 – per participant**

\*Every 4<sup>th</sup> Participant from the same organization  
will attend **Free**

(Fee Includes course ware, Terrabiz Certificate, Lunch,  
Refreshments and Business Networking.)

Send your cheque in favor of "Terrabiz"  
to Murad Hassan

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**TerraBiz**  
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We are a business  
information firm, having  
managed and organized

events of various calibers during the last 3 years of our operations. Among our more recent event are the ICAP Golden Jubilee Conference July 2011 in Karachi, also ICAP CFO Conferences in Karachi & Lahore 2011, Entrepreneurship 2010 – Changing the Mindset conference with MPF, 2nd Women in Business & Leadership Conference WIBCON 2010, which we managed for PSTD. ICAP in collaboration with Terrabiz organized a highly successful CFO Conference 'Rising CFO' in March 2010 which was attended by 600 delegates. MIT Entrepreneurship Forum Pakistan, Terrabiz and OPEN jointly organized a conference on Corporate Innovation and Entrepreneurship'09, Karachi in November 2009. We also managed the MAP Conference in November 2009, Lahore with high appreciation from all over the country.

Terrabiz Human Capital Management Conferences which were held in Karachi and Lahore in April'09 and July'09 respectively, and the Compensation & Benefits Day in June '09 also received a very good feedback from the HR professionals in the country.

We also organized the first ever conference on Digital Marketing in Pakistan titled Marketing 2.0 which saw the confluence of the top three names in the world of digital marketing - Google, Yahoo and Microsoft, represented by their senior executives from abroad. Global Head of Mobile Marketing P&G was also one of the speakers. Terrabiz has also organized some events with Google Pakistan.

### For Registration

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