

CERTIFICATE IN EMPLOYMENT LAW

From Contract to Termination – Employment Life-Cycle

Wednesday, 10 April 2019

Karachi Marriott Hotel | 09:00am - 05:00pm



Course Director:

Syed Shayan Ahmed

- Advocate High Court - Ahmed & Partners
- Co-founder - Themis School of Law

Course Overview:

We have come to expect constant change in employment law, and the relationship between employer and employees has evolved dramatically over the course of the past decade. In order to successfully navigate the challenges presented by the ever-changing landscape of employment law, HR professionals and managers dealing with employees need to be up-to-date with important updates and require a fresh perspective on legal requirements and employment processes.

The Certificate in Employment Law, presented by TerraBiz in association with Ahmed & Partner | Advocates & Legal Consultants, is aimed at providing the participants with all there is to know about Pakistani Employment Law. The interactive one-day workshop will cover a variety of critical employment law issues, including the essentials of recruitment, the contract of employment and precautions in employment contract preparation, discussion on best practices to ensure smooth and streamlined employer-employee relationship, termination of employees, harassment issues and other topic employment law updates. Given this pervasive legal climate, it remains crucial for, HR professionals, managers, and supervisors to be aware of the legal issues surrounding their dealings with employees. Therefore, we return with this workshop program that is intended to share employment laws and guidelines so as to manage legitimate issues in the workplace.

Who Should Attend

This course is recommended for HR professionals who manage employee issues or advise line managers on a range of those issues, line managers who want to understand the mutual obligations of the employer and employee, business owners who do not have a HR function and need to understand their obligations under employment law, professionals from Compliance & Legal department.

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Course Outline:

Topics to be covered:

- Introduction to Employment Law & Significance
- Sources of Employment Laws in Pakistan (Relevant statutes & International Treaties)
- Employment Status & Categories of Workers
- Position of Directors & Managers under Employment Law
- Recruitment of Employees (Best Practices & Specimen Documents)
- Employment Contract (Terms to be included, Statutory Rules Applicable to Employment Contracts)
- Pay and Benefits (Statutory Requirements)
- Discipline & Termination (Procedure for Termination, Unfair Dismissal and Grounds for Litigation (as per the case-law)
- Harassment at Workplace (Law & Cases)
- Vicarious Liability of Employer for actions of Employees (Case-law)
- Restraint of Trade, Negative Covenants, and Confidentiality (Case-law)
- Employer's Policies and Handbook (Specimen Documents)
- Conclusion

All modules to be discussed with relevant case studies to ensure optimum learning of the participants

Why You Should Attend

- Avoid the common employment law pitfalls
- Understand how best to manage the employer employee relationship
- Assess and evaluate your current policies and procedures
- Gain a practical understanding of all key areas of employment law
- Identify the complex areas where professional advice is required
- Apply the law and new learnt skills to your work immediately with confidence

All delegates will also take away a comprehensive delegate pack that include checklists, international standard specimens of employment law contract(s) / agreement(s), and other valuable deliverables that will act as a useful reference in the future.

Course Director:

Syed Shayan Ahmed

Syed Shayan Ahmed is the Founding and Managing Partner of the firm. A dynamic lawyer, he maintains an active portfolio of corporate advisory as well as civil, commercial, and constitutional litigation practice before the High Court of Sindh at Karachi and various judicial, quasi-judicial, and administrative tribunals.

Having considerable experience, both contentious and non-contentious, in advising and representing clients in matters relating to banking and financing, international trade (L/Cs and other documentary credits), corporate / commercial, property and real estate, constitutional law, contractual dispute, partnership dispute, employment and labour, intellectual property, and regulatory proceedings.

In the corporate practice area, Shayan has undertaken extensive advisory and transactional work, being an integral member of the legal team advising on Pakistan's first LNG Import Terminal Project set up at Port Qasim, Karachi, as well as leading legal teams on multiple financing transactions, including structuring of complex Islamic financing products and documentation. In addition, he has been actively involved in advising on corporate acquisitions and company law matters, arising under Companies Act 2017 (previously Companies Ordinance 1984). Shayan is also the Co-Founder of Themis School of Law, a dedicated law school offering the LLB (Hons) Programme of the University of London, in affiliation with the University of London. Having served as the Head of Institution, he is also a Lecturer at the law school, teaching the core modules of Public & Constitutional Law, Law of Equity & Trusts, and Company Law.



Regular Tuition Fee: Rs. 23,500 per participant

Group Discount: 10% Discount on 2 or more nominations from the same organization

Includes courseware, TerraBiz certificate, lunch, refreshments, and business networking

For registration(s), send us your **Name, Designation, Organization, Mobile, E-Mail** and **Postal Address** to register@terrabilgroup.com

For further information please contact **Marya Saeed**
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Terrabil Cancellation Policy:

For cancellations made in the 7 working days to the workshop, no refunds will be given. Cancellations must be confirmed by email. Substitutions may be made at anytime.