

CERTIFIED LABOR LAWS & INDUSTRIAL RELATIONS MANAGEMENT PROFESSIONAL

A foundation and advanced course in the field of Labor Laws & Industrial Relations



A three months evening program taught on weekends or two evenings (6-9 pm) per week or with flexible timings for the convenience of working professionals to take this course. It is designed to provide the abilities required in handling the legal and other matters related to workers in organizations

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LABOR LAWS & INDUSTRIAL RELATIONS MANAGEMENT

PIQC Institute of Quality feels pleasure to announce professional training program on “ Labor Laws and Industrial Relation Management Professional” to cater for the needs of current era in the Corporate Sector including Manufacturing Units, Oil & Gas, Banking, Print Media and Legal Professionals. This program is tailored to the organizational needs and provides the professional groundwork to make participants competitive.



Over the past few years there has been growing realization that intrinsic success of organizations depends on highly competent and efficient human capital. This has brought intense focus on Labor Laws & Industrial Relations Management. Need to develop the Human Resource is continual and has to match and mould based on changes in the internal and external environment of Industrial and Commercial Organizations. Frequent changes in Industrial technology, laws and knowledge are forcing organizations to maintain equilibrium between employee’s intellectual needs and technological developments. Investment in HRD is the real key to gain organizational excellence.



Aims & Objectives

1. To develop a clear understanding of contemporary industrial relations principles and techniques as practiced in organizations.
2. To develop skills in specific IR functions with special focus on implications, complications and application of Labor Laws, Negotiation Skills, Resolution of Disputes through Bilateral Negotiations, Conciliation, Arbitration and Maintenance of Discipline at Workplace
3. To develop and understanding of current issues in Labor Legislation and Industrial Relation Policies
4. To bridge the gap between the Academia and the Industry to enable the later to meet the challenges of Development, Placement and Employment
5. Equip the participants with the latest techniques of handling industrial disputes and Labor relation matters
6. Create a base of research for finding innovative methods to resolve Labor related problems



Course Modules

Module – 1 Industrial Relations Management

Introduction of Law, Interpretation of intend law; Object, meaning and scope of Industrial relation management, relation management; Law on industrial Relations, right of association Trade Union and Collective Bargaining Agent (CBA); Unfair labor practices and Industrial Disputes; Methods of Resolution of Industrial Disputes



Module – 2 Maintaining Discipline in the Organization

Law on Workers and Supervisors and acts subversive of discipline; Steps in Disciplinary actions, elements of charge sheet/ show cause; Disciplinary inquiry-- meaning, object and scope; Correct procedure for recording statements in inquiry proceedings; Requirement of proper inquiry; How to prepare inquiry report



Module - 3 Laws relating work conditions

Work hours, rest intervals, weekly holidays and overtime; Factories Act 1934; Law of Workmen Compensation; West Pakistan Shops and Establishments Ordinance, 1969



Module – 4 Rights & obligations of workman & Employer

Workers' rights under West Pakistan Industrial & Commercial; Employment (Standing Orders) Ordinance, 1968; Social security and self assessment under laws relating social security; Old-age benefits and self assessment under laws relating old-age benefits; Laws relating payment of wages and minimum wages of unskilled workers; Case Studies (Law); Special Topics

Project Submission

The participants are required to work on a real life projects on selected topics, preferably from the organizations in which they are working. The projects will be of a practical nature and should be completed within the stipulated time frames. A project report will be submitted in accordance with the laid down criteria, format and coverage.





Faculty

The faculty is derived from a pool of qualified practitioners and academicians with sound track record and expertise in the relevant field.

Training Strategies

This is a professional course and involves a number of higher level teaching methodologies. The course is spread over three months to allow inter-session study. In this respect you will have to carry out timely study, investigations, and assignments to grip the subject. The class discussions are framed for highlight the key points, create critical thinking, share experiences of fellow professionals and build professional maturity.



Award of Certificate

Qualified participants will be awarded with a Certification upon completion of course material, as well as qualifying the exam and the assigned project.

Date

December 27, 2011

Duration

This is three months training program with classes twice a week. Training timings are from 6:00 pm to 9:00 pm.

Fee

The course fee is Rs. 27,000 plus Rs 3000 as registration charges. The fee can be paid in three equal monthly installments.

Venue

PIQC Training Center, Lahore.



PIQC

*Leading the Modern Quality
Movement in Pakistan*



Your best choice for

Degree Programs

MS Quality Management
BS & MS Industrial Management
MS Human Resource Management

International Certifications

IRCA (UK) Lead Auditor QMS 9000 (IQCS Singapore)
Six Sigma Green/Black Belt (SQII Singapore)

Foundation Courses

Certified Quality Professional
Certified Human Resource Professional
Advance Certificate in Quality Assurance
Certified Quality Inspector
Certified HSE Professional

Corporate Seminars

Total Quality Management - Total Productive Maintenance -
Metrology - ISO 9000 QMS - ISO 17025 Lab Management -
ISO 22000 Food Safety Management System - Academic
Quality Assurance & Auditing - HR Auditing - Customer
Relationship Management - Professional Selling Skills.



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