Certified Labor Laws and Industrial Relation Management Professional (CLLIRMP)

Batch # 14

INTRODUCTION:

This program is offered by **PIQC Institute of Quality** in collaboration with **NED Academy – NED University of Engineering & Technology**. The program teaches how to develop a clear understanding of contemporary industrial relations principles and techniques as practiced in organizations. To develop skills in specific Industrial Relations (IR) function with special focus on implications, complications, and application of Labor Laws. 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 an intense focus on Labor Laws and IR Management. Frequent changes in industrial technology, laws and knowledge are forcing organizations to maintain equilibrium between employee's intellectual needs and technological developments.

Platform
Online (VILT)

Duration
03 Months
(Two Classes Per Week)

Course Start Date
November 6th, 2026

Days
Every Friday & Saturday

Timings
6:00 PM to 9:00 PM PKT

LEARNING OUT COMES:

Upon successful completion of this program, the participants will be able to:

- ✓ Develop a clear understanding of contemporary industrial relations principles and techniques as practiced in organizations.
- ✓ Develop skills in specific IR functions with special focus on application of Labor Laws, Negotiation Skills, Resolution of Disputes through Bilateral Negotiations, Conciliation, Arbitration and Maintenance of Discipline at Workplace.
- ✓ Understand current issues in Labor Legislation and Industrial Relation Policies.
- ✓ Bridge the gap between the Academia and the Industry to enable the later to meet the challenges of Development, Placement and Employment.

BODY OF KNOWLEDGE:

Module	Topics
Overview Of Labor Polices & Labor Legislation In Pakistan	Introduction of Law, Interpretation of Intended Law, International Labor Organization (ILO) and its procedures concerning International Labor Standards, International Labor Conventions / Standards, Applicable Labor laws in Pakistan Different Labor Policies announced by Government of Pakistan
Employment Legislation Terms & Conditions	Factories Act, 2015, Sindh Shops & Commercial Establishments Act 2015, Sindh Terms & Employment Act 2015, Workshop on Disciplinary Enquiry
Industrial Relations Management	Industrial Relations Act 2012, Labor Rights in Constitution of Islamic republic of Pakistan, Obligations of Workman and Employer, History of Industrial Relations Policies in Pakistan, Constitutional: Fundamental Rights, Protection Against Harassment of Women at Workplace; Trade Unionism and Collective Bargaining; Pakistan Essential Service Legislation
Employment Legislation: Wages & Benefits	Sindh Minimum Wages Act , 2015, Payment of Wages Act, 1936, Employees Cost of Living (Relief) Act, 1973, Laws relating to Contract Labor Management; Implementation Employee Act 1973; West Pakistan Industrial and Commercial Employment (Standing Orders) Ordinance1968
Welfare Labor Laws: Employer's Contribution	Provincial Employees Social Security Ordinance, 1965, Employee's Old-Age Benefits Act, 1976, Companies' Profits (Worker's Participation) Act, 1968 / WP, Maternity Benefit Ordinance, 1958, Workmen's Compensation Act, 1923, Worker's Welfare Fund Ordinance, 1971, Worker's Children (Education) Ordinance, 1972
Miscellaneous Laws & Other Important Issues & Sector-Specific Labor Laws	Apprenticeship Ordinance, 1962, Disabled Persons (Employment and Rehabilitation) Ordinance, 1981, Link between Workers and Management/Staff employees, Conduct a Disciplinary & Domestic Enquiry, SA 8000, Mines Act 1960; Implementation Tribunal for Newspaper Employees Rules, 1977;
Communication Skills	Communication Techniques, Interpersonal Skills, Effective Presentation Skills

Course Learning Methodology:
The theoretical portion of this course is reinforced by interactive lectures and presentations, hands-on practical exercises, group activities, discussion of case studies and individual project work.

WHO SHOULD ATTEND:

This course is beneficial for Corporate Heads, HR and IR Managers / Executives, Government Officials, Advocates, Legal Professionals and Advisors, Armed Forces and NGO's Personnel, Consultants.

PROGRAM INSTRUCTORS:

This course is taught by highly qualified subject matter experts and professionals who possess practical knowledgeable and experience in the relevant fields.

ELIGIBILITY REQUIREMENT:

Bachelor's degree with good academic result. Work experience will be given preference.

Scan the QR Code for Fees Inquiry, Details and Registration or Reach out to us at:
PIQC Institute of Quality (Karachi Office)
Address: C-5 Block 17, Gulshan-e-Iqbal, Karachi.
Tel: (021) 34979449 | +92 333 2163620 | +92 315 0027826
Email: ikram@piqc.edu.pk | infokhi@piqc.edu.pk
Website: www.piqc.edu.pk