

ASIAN LEGAL BUSINESS VIRTUAL

INDIA HR & EMPLOYMENT LAW MASTERCLASS 2022

2-Day Masterclass, 6 & 7 October, Thursday & Friday

2.30pm to 6pm (Singapore / Malaysia / China Time) **GMT +8**

12pm to 3.30pm (India Time) **GMT +5.5**

OVERVIEW:

Significant changes have taken place to the global workforce and labor environment since the Covid-19 pandemic began. In addition, during this period, India announced its new labor codes, to replace 29 national-level labor laws. Regional HR and in-house counsel teams need to keep up with the constant regulatory changes and deal with a whole new range of workforce matters. Attend ALB Virtual India HR & Employment Law Masterclass 2022, and achieve a comprehensive understanding of India's employment matters, while staying up to date and compliant with the changing regulatory landscape to maintain an effective workforce. At the end of this masterclass, participants will get familiarised with overseas employment matters, identify pitfalls and stay updated with the changing regulatory landscape to confidently manage the overseas workforce and achieve growth.

WHO SHOULD ATTEND:

Regional Roles for International/ SEA/ APAC/ Asia Region with staffing responsibility in India

- Regional HR Directors/ Regional HRBP
- Regional Employee Relations Directors
- Regional Employment Counsel
- In-house Employment Counsel / Legal Managers

TRAINERS:



Vikram Shroff
Head, HR Laws (Employment & Labor), Nishith Desai Associates

Vikram Shroff is the leader of the HR Law team at the research & strategy driven international law firm, Nishith Desai Associates. Vikram is rated by most international journals as one of India's leading labour & employment lawyers. He advises leading technology, media, and financial services sector companies in drafting and negotiating employment contracts; non-disclosure agreements and assignment of intellectual property; competition and solicitation restrictions; structuring of expatriate and secondment arrangements; HR policies and employee handbooks; compensation structuring; employee stock option and share purchase plans; employee transfer and post-merger integration; employment termination, lay off & redundancy; employment litigation; and employment-related immigration laws. His expertise is often sought after for urgent and sensitive HR matters. *Vikram is the co-vice chair of International Bar Association's Employment & Industrial Relations Law committee. He is also SHRM India's subject matter expert for industrial relations. He is also on the Editorial Board of International Employment Lawyer.*



Ajay Singh Solanki
Leader, HR Laws (Employment & Labor), Nishith Desai Associates

Ajay Singh Solanki is a senior member of the HR Law practice at NDA and is based in Mumbai. He primarily focuses on advisory pertaining to Indian employment law. He regularly advises clients on employment law issues pertaining to business restructuring, outsourcing arrangements, employment documentation, employee stock options and other employee incentive schemes, disciplinary action, termination and release arrangements. He has authored chapters on Indian labour laws in several well-known international publications. *Ajay is currently the Co-Chair of Disability Rights Working group on International Bar Association's Diversity & Equality Law Committee.*



Sayantani Saha
Associate, HR Laws (Employment & Labor), Nishith Desai Associates

Sayantani is a member at Nishith Desai Associates' Labour and Employment Practice. Prior to her engagement with Nishith Desai Associates, she has worked with Hindustan Petroleum Corporation Limited dealing with labour and employment related matters. Sayantani specializes in labour and employment laws and has been advising clients on a wide range of employment law matters including matters relating to

workforce management, compensation and benefits, reductions in force, disciplinary inquiries, engagement of contingent workers, employee transfers etc. She has also worked on matters involving HR investigation and employment litigation.

Agenda Day One – 6 October 2022, Thursday

SESSION	TOPICS
2.20 - 2.30pm	Registration
2.30 - 6.00pm	1. Understanding the current status and impact of the New Labour Codes in India - Getting Well-Prepared <ul style="list-style-type: none">• Understand the proposed amendments to India's labour laws• How can employers prepare for the upcoming changes?• Financial impact and the need to review the compensation structure• Managing contract workers, gig and platform workers, and fixed-term employees 2. Hiring in India: Avoid the Common Pitfalls 3. Employment Agreements in India - Some New Clauses 4. Performance Management During Hybrid Working Environment <ul style="list-style-type: none">• Understand employees' rights• Purpose and benefits of performance improvement plans• Dos and don'ts in performance management

END OF DAY 1

Agenda Day Two – 7 October 2022, Friday

SESSION	TOPICS
2.20 - 2.30pm	Registration
2.30 - 6.00pm	5. Dealing with Employee Misconduct and Conducting HR Investigations 6. Termination of Employment in India

- Termination of employees in India: how to ensure legal compliance?
- What constitutes an unfair or unlawful dismissal in India?
- Managing redundancy, retrenchment, and constructive dismissal
- Managing labour issues during mergers & acquisitions and transfer of employment

7. Shifting to Permanent or Hybrid WFH Arrangements

8. The Great Resignation – How HR can Better Protect the Company?

9. Return-to-office Policies

- Working from home vs. returning to office - Building policies around mandatory versus preference-based options
- Dealing with unvaccinated employees
- Dealing with employees who refuse to return to the office
- Employers' duty of care and responsibility for the safety and welfare of staff

10. Data Privacy Management

- Types of personal data?
- Need for employee consent and privacy policy

11. Summary and best practices for regional HR professionals

END OF DAY 2

WEBSITE

www.legalbusinessonline.com/ALB-INDIA-Employment-Law-Masterclass

REGISTER

https://bit.ly/ALB_HRLAW_Register

CONTACTS

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GROUP PRICE SAVE AN ADDITIONAL 20%. Register five participants from your organisation and the 5th person attends for free!

** Special rates for clients of Nishith Desai Associates