



Get an overview of the employment law framework operating in India

If your organisation is, or is likely to be, involved with the employment of staff in India then this is the course for you!

HR and line managers responsible for employing staff in India need an appreciation of key Indian employment laws. They also need reliable information on employment conditions, policies and procedures and cultural differences.

Our Employment Law India seminar combines a legislative overview and updates with a case study approach and practical management advice. Led by an expert lawyer, it is designed to help HR professionals who need to work within the legal system and develop the right approaches to manage their Indian teams.

The learning journey includes:

- Comprehensive overview of employment law in India
- Clear insight into current key Indian employment legislation and working conditions
- How to handle HR issues in India successfully
- Legal and HR expertise combined with excellent networking opportunities

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Superb, enlightening and well presented

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About the speaker



Shalini Agarwal

Is a Partner at In Se Legal, a boutique Indian law firm with offices in the UK and India. Shalini advises global corporations on Indian employment and immigration law. She services multinational clients globally, on various aspects of employment law - assisting with compliance, documentation, staffing issues, terminations, restructuring, employment litigation etc. Shalini also advises and assists with Indian immigration requirements. Shalini has been recognised annually by the International Who's Who of Leading Corporate Immigration Lawyers and Labour & Employment Lawyers and has been acknowledged as a leading practitioner in these areas of law. She divides her time between India and London and is a frequent speaker at international conferences on various topics related to doing business in India. Shalini also conducts Indian Employment Law and Business Culture seminars and workshops, assisting global companies navigate the idiosyncrasies of working in India.

Is this right for me?

This course is suitable for HR and personnel managers, employment relations professionals, in-house counsel and other lawyers who advise on staff matters, line managers and others who have – or expect to have – people management responsibilities in India.



What the course will cover

Morning session

Welcome and Registration

An overview of the employment law framework in India

- Understanding India, local business culture and the legal framework
- Applicability of Indian labour laws and key concepts
- Introduction to key employment legislation

Coffee

Hiring employees: Employment Contracts & On-boarding documentation

- Drafting terms and conditions of employment
- Enforceability of standard clauses and restrictive covenants
- Dealing with confidential information, IPR and data protection
- Use of consultancy agreements

Afternoon session

Understanding Tax liabilities and regulatory compliance

- Introduction to residency rules and tax implications
- Understanding personal and corporate tax liabilities
- Consequences of secondments/assignments

Terminating employment: Grievances, disciplinary proceedings and dismissals

- Treatment of employment law disputes
- Grounds for termination, rules and processes
- Grievance and disciplinary procedures

Tea

Transfer of Employees

- Compliance requirements: Asset/Share transfer
- Documentation and practical considerations

Immigration: Transferring employees to India

- Overview of Indian immigration rules and regulations
- Movement of employees in and out of India
- Key issues and practical considerations

Questions and Answers

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A great introduction to Indian employment law, very interactive and engaging. A must for any firm with operations in India

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Very worthwhile, explained at the right level

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When the course is running:

Date: 2 July 2024 | Delivery: Virtual Classroom | Price: £495.00



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