



# BEST PRACTICES IN EMPLOYMENT LAW FOR THE IT TECH AND TELECOM SECTOR

## ESSENTIAL UPDATE FOR PROFESSIONALS

There is an increasing need to understand legal issues that apply to the work environment. With greater media coverage to the IT industry and the workplace, employees today are more aware about their rights and less hesitant to enforce the same. This training program is designed in conjunction with legal experts and reflects the increasing importance of legal issues within the work environment; providing insight and understanding to the combined areas of Human Resource Management (HRM) and employment law. This course will equip you with a range of transferable skills in HRM and law that will enhance career opportunities within both subject areas.

### OBJECTIVE:

The main purpose of this training program is to provide participants with a broad understanding pertaining to a range of legal subjects relating to employee management, which seeks to combine legal aspects of HRM, its theories and strategic application. Learn more about the laws you must follow in the workplace and strategies and tips for staying out of legal trouble when dealing with employees.

### WHO SHOULD ATTEND?

- In-house legal professionals
- HR managers
- HR professionals
- Lawyers specializing in IT sectors
- CEOs and CFOs
- Recruitment managers

### OUTLINE:

- Overview of Indian labour laws (with focus on IT sector)
- Hiring and employment contracts, including discrimination laws in India
- Identification of employees – who are "workmen", who are not
- Categories of employee exits – Simpliciter and stigmatic
- Performance management
- Handling terminations, resignations and dismissals
- Statutory payments at time of employee exit
- Overview of contract labour law

### Instructor:



#### Atul Gupta, Trilegal

Atul Gupta has over 7 years of experience in corporate and employment laws in India. He works with Trilegal, Bangalore, which is a top-tier law firm in India, and one of the few firms that have a dedicated employment law practice. Atul regularly advises clients in structuring employment agreements, handbooks and policies and in managing employee relationships. Other than advisory on employee benefits and compliance management under Indian labour laws, he has assisted several clients conduct end-to-end investigations and inquiries into employee misconduct as well as matters involving large scale redundancies and employee exits. Atul regularly conducts employment law training sessions for clients and also contributes to legal publications issued by organizations such as the IBLJ, World Bank, etc.

DATE: 28th September 2013

#### LOCATION:

Svenska Design Hotel  
56D, Electronic City I  
Opposite Wipro Gate 5  
Bangalore 560 100  
Ph: 080 44310000

PRICE: INR 5500  
per participant

"inclusive of all taxes, training materials, lunch and refreshments"



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