



LAW PUNDITS in  
association with TRILEGAL

## 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: 4th October 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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# TRILEGAL

Trilegal is one of India's leading law firms with offices in four of India's major cities - Mumbai, New Delhi, Bangalore and Hyderabad. The firm has the experience and expertise in acting on complex, high-value, cross-border as well as domestic transactions, leading to its key practices winning top industry awards and accolades.

Trilegal is a full service law firm and its areas of expertise include private equity and venture capital; corporate - mergers and acquisitions, strategic alliances and joint ventures, projects, energy and infrastructure, banking and finance, restructuring, capital markets, telecoms, media and technology, dispute resolution, competition law, labour and employment, real estate and taxation. Trilegal is recognised as having a market leading practice with a client base that includes leading international and Indian companies as well as smaller growing businesses. The firm's client roster comprises many of the world's leading funds, corporations, banks and financial institutions.

#### Labour & Employment Law Practice:

Trilegal has one of the most comprehensive employment practices in the country. Trilegal recognizes the importance of providing specialized advice on employment laws in India, and has created a dedicated practice with a focused team that advises some of the top Indian and multinational companies on a variety of issues. Trilegal's lawyers routinely advise on senior management contracts, confidentiality and non-compete agreements, employee benefits, local law compliance and registrations, hiring and terminations (including strategies and process), union related matters, employee stock options, whistle-blowing, sexual harassment and disciplinary proceedings and employee transfers on business sales and mergers. Trilegal also conducts full-fledged HR compliance audits and training and assist companies in structuring their Indian policies and handbooks. Trilegal also provides immigration law advice to a number of clients. Trilegal is the sole India representative to the Employment Law Alliance - one of the largest and most significant labour and employment networks in the world.



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