

## **EMPLOYMENT**

AZB & Partners advises domestic / international companies on the application of and compliance with the diverse and complex employment laws in India.

## Our clients include:

- **Accenture GmbH**
- **Axis Bank**

- Bank of Tokyo-Mitsubishi UFJ Bristol-Myers Squibb
- Brown-Forman İndia
- **ByteDance**
- **Castrol India**
- Citibank
- **Coming India**
- Commonwealth Bank of Australia
- Hongkong and Shanghai Banking Corporation
- **KPMG**
- Markem Imaje
- Microsoft
- **NETGEAR Technologies**
- Nvidia
- Royal Bank of Scotland Group
- Sandoz India
- **SAP AG**
- Schrödinger
- **Smile Train**
- **Sony Pictures Entertainment**
- Star India
- **Sterling Backcheck**
- Tata Motors
- **TriMas Corporation**
- Walt Disney Company (India)

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Hiring Workforce Structuring - Identifying and advising on suitable modes of workforce engagement, including alternate forms, such as contracts for services and on-demand engagements.

on the forms of share linked benefits that

may be granted to employees by Indian

organizations and/or offshore parents and

assisting with employee stock option schemes.

Employment Documentation - Assisting domestic / international organizations with drafting / reviewing employment agreements, employment handbooks and internal policies.

Incentives - Compensation & Benefits - Advising on compensation structuring, social security / other employee benefits and incentive schemes relating to Indian and expatriate employees.





Outsourcing & Employee Augmentation -Advising on issues relating to outsourcing human resources, including with respect

and

to applicable contract labour legislations,

employment / misclassification claims.

arrangements

Employee Mobility & Immigration – Structuring deputation / secondment arrangements for multi-national clients and ensuring compliance with exchange control, social security, tax and immigration laws.







Collective Bargaining & Industrial Relations - Advising on collective bargaining agreements with trade unions, strategies to mitigate industrial disputes and issues relating to trade unions.

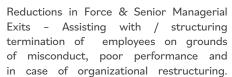


Harassment & Discrimination - Advising on issues pertaining to workplace discrimination harassment and investigating / advising on the redressal of grievances.



Prevention of Workplace Sexual Harassment - Advising on the processes relating to receiving / redressing workplace sexual harassment complaints and conducting training sessions.





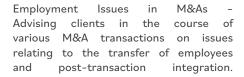


Restrictive Covenants - Assisting with creative strategies to ensure the protection of confidential information / trade secrets and advising on the enforceability of non-solicitation and non-hire contracts.



Litigation & Dispute Resolution - Advising on litigation before various fora, pertaining to wrongful dismissal, discrimination claims and compliance with employment laws.







Employment Diligence & HR Audits - Undertaking employment law audits to ensure compliance with applicable employment laws and assisting with remediation, as required.



Leadership Training - Conducting workshops and awareness programs for senior management in relation to employment law, employee separation, discrimination, conflict of interests and other organizational policies.



Diversity & Inclusion Measures – Advising on employee diversity and inclusion measures, bearing in mind the current limitations of statutory employee benefits and social security.