



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
- Amazon India
- Axis Bank
- Bain Capital
- Bank of America
- Bank of Tokyo-Mitsubishi UFJ
- Bristol-Myers Squibb
- Brown-Forman India
- ByteDance
- Castrol India
- Citibank
- Coming India
- Commonwealth Bank of Australia
- Flex
- Hongkong and Shanghai Banking Corporation
- KKR
- 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)



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



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.



Employee Stock Linked Schemes – Advising 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.



Outsourcing & Employee Augmentation – Advising on issues relating to outsourcing human resources, including with respect to applicable contract labour legislations, sham arrangements and deemed employment / misclassification claims.



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.



Reductions in Force & Senior Managerial Exits – Assisting with / structuring termination of employees on grounds of misconduct, poor performance and in case of organizational restructuring.



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 Issues in M&As – Advising clients in the course of various M&A transactions on issues relating to the transfer of employees and post-transaction integration.



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.