



Gagan Verma

Partner

LOCATION
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Profile

Gagan started his professional journey 20 years ago, as a litigator in the High Court of Delhi. He is also a corporate compliance and regulatory professional recognised by the Government of India. Gagan had the privilege of advising the Board of the joint venture created by the largest public sector oil company and the Japanese corporation, on corporate compliance and regulatory affairs.

Gagan routinely advises domestic and foreign corporations (including several Fortune Global 500 cos.) on critical company law issues from a practical and business perspective. He has extensive experience in advising MNCs on devising the appropriate India entry strategy/entity type in line with their business needs. His representation includes formation of legal entities, drafting and negotiating complex joint venture agreements, corporate shareholders' agreements, asset purchase and business transfer agreements and other arrangements between equity owners (e.g., buy-sell arrangements), insolvency and dissolution of legal entities. He is actively involved in strategy formation on shareholder's disputes handling and resolution.

Over the last 10 years Gagan has expanded his practice areas in labour & employment, product liability and data privacy laws.

Gagan regularly advises foreign corporations on restructuring their business in India. He has been actively advising clients on the legal implications/complications in the scenario of lay-offs, termination, pay-cuts, closure of factories, immigration issues, etc.

Gagan is advising several domestic and Fortune Global 500 MNC clients on critical employment law issues. He has extensive experience in advising clients on diversified issues ranging from employee discrimination, sexual and other forms of harassment, payment of minimum and overtime wages, retrenchment and lay-offs, enforceability of non-compete, confidentiality and trade secret covenants, employee data transfer and protection, etc.

Expertise

Corporate/M&A

Corporate Compliance & Advisory

Employment Law

International Trade Laws & WTO

Insolvency & Bankruptcy

Publications

Foreign Direct Investment in India, Foreign Exchange Management Laws of India; Book titled Corporate Counsel's Guide to Doing Business in India, published by Business Laws Incorporated, 2007

Awards & Recognitions

Recognised as a Leading Employment Lawyer by Indian Law Firms Award 2017

Legal 500 Asia Pacific : Recommended Lawyer for International Trade & WTO 2022, Antitrust & Competition 2022

Education

- LL.B, University of Delhi
 - ACS, Institute of Company Secretaries of India
 - B. Com (Hons.), University of Delhi
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Memberships

- Delhi High Court Bar Association
 - The Institute of Company Secretaries of India
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Select Experience Statement

- Rendered legal support to an Italian company engaged in the research, production and distribution of industrial gases, in setting up a joint venture entity in India along with an Indian industrial gas manufacturer.
 - Provided legal advice to a transport & energy infrastructure MNC in the sale of its India rail signaling business to another conglomerate of the sector.
 - Represented an American IT and management consulting firm, in conducting legal due diligence as part of the India leg of the global acquisition of business of a US based entity. Provided legal advice on the Business Transfer Agreement from an Indian law perspective.
 - Represented a leading American manufacturing company in the divestment of its 50% equity stake held by its group company in the joint venture entity, to a third party.
 - Advised Singapore's leading e-commerce logistics company in acquiring shares as an angel investor in an Indian investee company.
 - Advised the Indian subsidiary of an American worldwide manufacturing services company on the regulatory aspects of buy-back of the securities by the shareholders. The amount involved in the buy-back of securities is USD 15 million.
 - Advised a large MNC in closure of its factories located in different states of India which also included building strategy on consultation and negotiation with trade union, townhall announcements, drafting of applications to labour authorities, etc.
 - Obtained a duty of 2% for a Fortune Global 500 company in the oil & gas sector as against a claim of 26% duty on imports of polypropylene by a leading Indian oil and gas producer. The same results were obtained in the sunset review investigation.
 - Obtained NIL duty along with its trader entity for one of the largest Japanese polyolefin manufacturers, against a claim of 26% duty on imports of polypropylene. The same results were obtained in the sunset review investigation.
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Industry Presence

- Gagan is a regular speaker in Employment Law conferences and webinars organised by a leading global alliance of law firms
 - Panelist on - Where is the future office going to be, representing India for HR Legal Summit - Asia
 - Panelist presenting India law perspective - Coronavirus: Business travel and the pandemic
 - Panel speaker on - Return to Work during Covid-19: Changes and Challenges 2020, organised by Indo French Chamber of Commerce and Industry
 - Panel speaker on Personal income tax and social security implications of transfers of Polish employees to India, United States and Russia, organised by a leading law firm Raczkowski Paruch, Warsaw, Poland.
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Contact Details

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