



Indrani Lahiri

Partner

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Profile

Indrani is a Partner in the Delhi office of the Firm having extensive experience in handling various facets of law, with a special focus in the areas of Employment laws, Corporate, TMT and Data protection laws.

She has advised domestic and multinational clients on myriad Employment Law matters including redundancies, terminations, social security, employee benefits, inquiries for misconduct, disciplinary issues, complex senior level exits, trade unions, employment contracts, workplace sexual harassment, reductions in workforce, closures, employee transfers, human resource manuals, due diligences, pre and post-employment restrictions and covenants, work conditions, maternity benefits, disability, human resource policies and guidelines etc. She also serves as an external member on the Internal Complaints Committees (ICC) of various companies.

On the Corporate law front, Indrani has been involved in matters involving acquisition of companies, joint ventures, including drafting and negotiation of complex joint venture agreements, corporate shareholders' agreements, asset purchase and business transfer agreements and other arrangements between equity owners. She has advised on entry strategies for foreign entities as start-ups, conducting due diligences, foreign equity participation and associated regulatory issues, investment options, compliances, regulatory approvals pertaining to investment, etc. She also routinely advises clients on complex and general corporate commercial issues, regulatory, compliance and corporate governance issues as well as on drafting and vetting of contractual documentation.

Indrani is also a member of the Firm's TMT Practice group and has advised various clients on matters relating to media, broadcasting and, telecom including in procuring, uplinking and downlinking licenses for channels, obtaining Other Services Provider (OSP) registrations, advising on pre-publication review and post publication issues, advertising, disparagement etc.

Her work also encompasses advising on matters relating to Data Protection in India.

Expertise

Corporate Compliance & Advisory

Corporate/M&A

Employment Law

International Trade Laws & WTO

Private Clients, Trusts & Estate Planning

Real Estate & Construction

TMT

White Collar Crime

Publications

Discrimination in Relation to Employment, IPBA Journal, 2019

Media, Advertising and Entertainment Law Throughout The World - India Chapter, Thomson Reuters

Data Protection Laws of the World - India Chapter Publication/Publisher: Sweet and Maxwell

Dealing with harassment at workplace in the #MeToo Era, HerZindagi (online arm of Jagran) March 2019

What is the fugitive bill? Can it stop the likes of Nirav Modi, Vijay Mallya? Business Today, February 2018

[Misleading ad endorsements by celebrities: Consumer Protection Bill, 2018 has loopholes, Down To Earth Magazine, January 2018](#)

[Consumer Protection Bill 2018: Should celebrities be held responsible for misleading ads?, Business Today, January 2018](#)

Women's safety: Know your laws and be empowered, HerZindagi (online arm of Jagran), December 2018

Cyber stalking-Know all about the legal help available for you, HerZindagi (online arm of Jagran), December 2018

[The fear of the known, DNA, July 2017](#)

Awards & Recognitions

Recognised by Legal 500 as Recommended Lawyer for Labour & Employment in 2019

Education

- LL.B, Campus Law Centre, Faculty of Law, University of Delhi
 - B.Com (Hons.), University of Delhi
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Memberships

- Bar Council of Delhi
 - Vice-Chair, The Employment & Immigration Committee of the Inter-Pacific Bar Association (IPBA), 2017-2021
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Select Experience Statement

- Gave an exhaustive presentation to one of the largest financial and media companies of the US on a complete overview of the Labour and Employment legislations in India, significant changes brought about in the law in the recent times, key areas of concerns/pitfalls in the laws and resolutions. This video conference presentation was witnessed simultaneously in four jurisdictions - India, Singapore, Hongkong and Tokyo.
 - Assisted a multinational company with labour law issues in an M&A transaction, carried out due diligence on the target company, highlighted the red flags/ risks that could be deal breakers and provided practical steps to deal with the smooth transfer of employment involving negotiation with employees and steps required to implement the transfer of the employees.
 - Provided detailed advice to a leading US financial company on benefits to be provided to employees on redundancy, including the eligibility criteria to be fulfilled by employees for being entitled to such payments, maximum amounts payable under law, timelines to be complied with by the employer, and the documentation involved.
 - Advised a leading American company in connection with termination of employees on account of performance issues including on the procedure and documentation involved, potential risk(s) associated with termination including on possibilities of the employee filing a lawsuit and the possible outcomes of the lawsuit, if filed, etc.
 - Prepared human resources policies and internal guidelines for several Indian and multinational clients, including policies on Prevention of Sexual Harassment, Maternity Benefits, Equal Employment Opportunities etc. and prepared employment contracts, non-disclosure/ confidentiality agreements etc.
 - Provided guidance with respect to disciplinary proceedings to be conducted against employees for misconduct and served as External Member on the Internal Complaints Committees (for anti-sexual harassment) for several companies.
 - Advised multinational clients in connection with immigration matters and compensation structure for their employees.
 - Advised clients in relation to the employment benefits provided to employees in India including benefits to be provided on termination.
 - Prepared data protection / cyber security policies for clients.
 - Conducted compliance audit and labour due diligences for clients and assisted multinational clients with transfer and integration of employees.
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Industry Presence

- Conducted Training & Master class on Employment & workplace laws - Major developments specifically relating to - The Code on Wages, 2019 and Critical Industry Issues, organised by HRSutra & CorpKonnnect in September 2019
 - Speaker and panelist on #MeToo movement: Global revolution and the necessity to be compliant in relation to Prevention of Sexual Harassment, Emerging HR Summit organized by Programic Asia in May 2019
 - Speaker and panelist on A multi-jurisdictional approach to termination of employees, Inter Pacific Bar Association - Annual Conference at Singapore, April 2019
 - Speaker at seminar by CorpKonnnect on Legal issues in employment & workplace, September 2018
 - Speaker & Panelist on Indian laws relating to Preventing and dealing with workplace harassment, discrimination and bullying at Inter Pacific Bar Association - Annual Conference at Manila, Philippines, April 2018
 - Conducted Training and Workshop for over 1000 employees of a multinational client
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Contact Details

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