



# Debjani Aich

Partner

**LOCATION**

Bangalore

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## Profile

Debjani's Employment Law practice includes representing and advising multinational corporations in relation to their work-force related operations in India, both from a federal and state-level employment and labour law perspective.

She is actively involved in employment-related documentation (including employment contracts, NDAs, secondment contracts and employment/HR policies), compensation structuring, compliance issues/audits, employee transfer and integration issues, immigration matters and employment-related negotiations. She has considerable experience in handling employee terminations, including large-scale contentious RIFs and also serves as the external counsel/observer in termination discussions. She also represents clients before the labour authorities on employment litigation matters.

Debjani has a special interest in laws dealing with prevention of sexual harassment (POSH) in the workplace and EEO matters, having also undergone international certified training in this area. She regularly advises on Indian anti-sexual harassment laws and also serves as the external member of the anti-sexual harassment committees of several clients, with considerable experience in resolving complaints relating to sexual harassment/workplace harassment.

Further, she regularly conducts workplace training on employment laws, including in relation to POSH and discrimination, at a senior management and general employee level. She is a frequent speaker on employment issues at national and international conferences and events.

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## Expertise

Aerospace & Defence

Employment Law

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## Publications

The Employment Law Review - India chapter, editions 2017 to 2020

Thomson Reuters Practical Law Employment global guides - India chapter - editions 2020 and 2021

Global Legal Insights to: Employment & Labour Law - India chapter - co-author, 2018

Lexology Navigator - Employment International - India - co-author, 2017

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[Special allowances under the EPF Act need to be special](#)

Addressing sexual harassment enquiries in the times of lockdown

India - Unlock 1.0 and the new work model

The Code of Wages 2019 and what it means for EEO in India

[Woman Giving Birth After Twins Not Eligible for Maternity Benefits](#)

[In Review-Entering the Employment Relationship in India](#)

[Spotlight-Discontinuing Employment in India](#)

[Extension of 365-Day Operation Exemption and Permission for Women Working at Night in Telangana](#)

[Industrial Employment Standing Orders Applicable to Haryana](#)

[Karnataka Maternity Benefit \(amendment\) Rules,2019](#)

[Employee Data Protection in India](#)

[Employment & Labour Law in India](#)

[Managing the Employment Relationship in India](#)

[Global Employee Termination Law-India](#)

[Recruitment and Wage & Hour Law in India](#)

[Amendments to the Payment of The Gratuity Act, 1972](#)

[India's New Maternity Benefit Laws Take Effect](#)

[Amendment to the Payment of Bonus Act, 1965](#)

[Amendment to The Employee's State Insurance \(central\) Rules, 1950](#)

[Proposed Amendments to The Maternity Benefit Act, 1961](#)

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## Awards & Recognitions

Nominated as Young Achiever by the 10th Annual Indian Legal Awards by Legal Era Awards 2020-21

Thought Leader and Recognised Lawyer by Who's Who Legal (WWL) for Labour and Employment, 2020 & 2021

Recognised lawyer by Who's Who Legal (WWL) for Labour, Employment & Benefits, (2017-2019)

Leading Employment lawyer by Indian Business Law Journal in the year 2017

Legal Era Leading Lawyers Rankings: Leading Lawyer for Labour & Employment 2022

Who's Who Legal (WWL) Global Guide: Thought Leader for Labour, Employment & Benefits 2022

Chambers & Partners Ranked Lawyers: Employment 2022

Legal 500 Asia Pacific : Elite Leading Lawyer for Labour & Employment 2022; Next Generation Partner for Labour & Employment 2020, 2021

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## Education

- LL.B, University of Delhi, 2000
- B.A (Honours) Zoology, University of Delhi, 1997
- Commercial Mediation training - JAMS Foundation, 2015

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## Memberships

- Bar Council of Delhi, 2002
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## Select Experience Statement

- Advice and assistance on all employment related matters for the Indian subsidiaries of various US publicly traded corporations, including in the financial information and analytics sector, loyalty and marketing services and information technology services.
  - Assistance with large scale downsizing operations, including contentious terminations, of the Indian subsidiaries of prominent US corporations.
  - Serves as the external counsel on the prevention of sexual harassment internal committees of the Indian subsidiaries of various US publicly traded corporations across all India locations.
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## Industry Presence

- Panelist at conference on the topic Managing Wave Two: Sharing Industry Best Practices, organised by the Bangalore Chamber of Industry & Commerce, April 2021
  - Speaker at session on India's New Employment Laws organised by Indo-American Chamber of Commerce, India, November 2020
  - Speaker at conference on the topic Round Table on impact of labour reform bills on various sectors of Industry organised by Bangalore Chamber of Industry & Commerce, September 2020
  - Keynote Speaker at a Webinar on The POSH Act and how it works at the new 'Normal' workplace, organised by SPRED Law and Legal Sarcasm, July 2020
  - Panelist at the American Bar Association's Annual Conference 2018 - Global employment in the Trump Era
  - Panelist at the IUS Laboris Annual Conference 2015 - Global Supply Chain employment
  - Speaker at a session on Women empowerment and work life balance organised by ECI Telecom India Pvt Ltd. - March 2019
  - Multiple masterclasses and workshops on the prevention of sexual harassment at the workplace
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## Contact Details

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