



Employment & Immigration Law



LONDON ▪ BANGALORE ▪ MUMBAI ▪ NEW DELHI

At In Se Legal, we recognise that, in an increasingly global and mobile world, where companies need to move personnel swiftly and efficiently between jurisdictions, access to high quality, low cost global mobility solutions is fundamental. A thorough understanding of Indian employment law, immigration rules and processes and the ability to advise on associated regulatory, corporate & personal tax liabilities, is essential.

Employment & Immigration law is a key practice area at In Se legal. We pride ourselves on providing our clients with in-depth insight and understanding on the applicability of Indian employment law and HR best practices. We adopt a practical approach, providing our clients with a thorough understanding of the legislative framework as well as insights into the sensitivities of dealing with the unique cultural challenges that India often presents. We regularly assist with creating HR best practices to enable clients to model their operations in India to achieve business success.

Our team provides clear, concise and commercially sound advice. We work closely with clients, focusing on business objectives, anticipating potential issues and offering creative, constructive solutions that have a minimal impact on the efficiency of our clients' businesses and workforce.

Client matters are handled with the urgency and sensitivity that they require. A unique offering by In Se Legal, is its ability to provide access to advisors in India, in addition to the team available in London.



EMPLOYMENT LAW CAPABILITY

The core of our employment practice is dedicated to handling day-to-day advisory work, including advice on employment contracts, manuals and handbooks, assisting with corporate set-ups and handling intractable disciplinary and grievance issues. The team also assists clients with hiring employees and the transfer of employees between global jurisdictions.

The team has extensive experience in dealing with local labour tribunals and courts, assisting with mass layoffs and restructuring of business. Ensuring that clients receive proactive, timely and culturally sensitive advice is a key service offering of the firm. We advise client on a regular basis, on the applicability of employment laws in India and compliance issues at a Federal and State level. We deal regularly with issues relating to the Industrial Disputes Act, the Employees' Provident Fund Act, Trade Unions Act, Payment of Bonus Act, Payment of Gratuity Act, Contract Labour Regulations as well as the various State-specific, Shops & Establishments Act.

The team works alongside our corporate and commercial teams providing assistance on transactions where specialist employment law knowledge or understanding of immigration rules and procedures is required.

Our employment team prides itself on its technical excellence and ability to provide complex advice in a clear, concise and uncomplicated manner. We understand that employment issues often need a sensitive approach, but also appreciate the commercial needs of our clients.

Where In Se Legal does not have its own offices, we have dedicated individuals who act under the supervision of the employment team, supporting clients locally throughout India. This network allows us to bridge the cultural gap within India, given the lingual and social differences throughout the country.



IMMIGRATION LAW CAPABILITY

In Se Legal is recognised for its expertise in corporate immigration. We service multinational clients globally, assisting with their Indian immigration requirements throughout India. The highly capable team of immigration lawyers are well regarded for their efficiency, accessibility and international servicing standards.

Our responsiveness, pro-activity and delivery capability is appreciated by clients given several applications, both for inbound and outbound immigrants, are required to be made on an urgent basis within a limited turnaround time. Our integrity and responsibility in dealing with matters is also well recognised by immigration authorities in India which facilitates processing applications for our clients.



OUR SERVICES

We assist with all aspects of Indian immigration. A major component of our daily work relates to advising clients visiting India, on both, pre and post-arrival formalities. The Immigration team works closely with our corporate and employment practice groups, which enables us to provide clients a comprehensive service relating to the various facets surrounding entry into India. We regularly provide strategy advice and assist in assessing the correct category of visa that an applicant should apply for, based on the objective of the visit to India. We often assist in vetting documentation that is submitted by clients to the local Indian embassies and consulates in the applicant's home jurisdiction.

In Se Legal teams across India can assist with local consular services including notarization and legalization of documents. Team members work with clients to assist in obtaining documentation required by foreign consulates for international travel.

Pre-Arrival Support:

- Strategy advice to companies & individuals on entry into India
- Advising on the correct visa category for the applicant
- Vetting documentation for submission to local High Commissions
- Advising on template agreements, invitation and support letters
- Assisting with Person of Indian Origin (PIO) / Overseas Citizen of India (OCI) cards
- Processing Employment & Business visas

Post-Arrival Formalities in India:

- Foreigners Regional Registration Office (FRRO) registrations
- Extension of employment visas
- Transfer of residence within India
- Obtaining entry and exit permits
- Obtaining police verification reports
- Obtaining Person of Indian Origin (PIO) / Overseas Citizen of India (OCI) cards

Outbound from India:

- Assisting with visa application formalities within India as required by foreign consulates
- Assisting with legalization of documents e.g. Birth certificates, Marriage certificates, Certificates of Good Conduct etc.
- Accompanying Indian nationals in order to obtain requisite medical certificates and police clearance certificates.



Shalini Agarwal, Managing Partner of In Se Legal has been recognised by the Legal 500 and The Indian lawyer 250 as a leading Indian employment lawyer. She is often called upon to provide input on issues relating to Indian employment & immigration law. Ms. Agarwal has also been recognized annually by the International Who's Who of Leading Corporate Immigration Lawyers as a leading Indian immigration lawyer since 2007.

Shalini is also the current Chair of the Immigration and Nationality Law Committee of the IBA. She has also co-edited a 2013 Oxford University Press publication titled Corporate Immigration - A Practitioners Guide. This publication is a practical handbook for HR advisors, international lawyers and all persons dealing with global mobility solutions to have a handy reference on the basic immigration and employment laws that apply across 29 jurisdictions.

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