

# LEGAL SERVICES MONTH NOVEMBER-DECEMBER 2021: VIRTUAL

## Session on “Labour Law Reforms”

Thursday, 02 December 2021 : 1600 to 1730 Hrs

### Guest Speakers



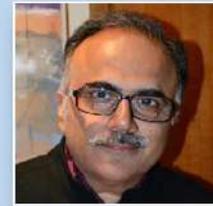
**Dr Lalit Bhasin**

Chairman, CII Task Force on Legal Services  
Managing Partner, Bhasin & Co.  
President, SILF



**Mr Pawan Mutneja**

Senior Advocate  
Punjab & Haryana High Court



**Mr Alok Bhasin**  
Advocate

Bhasin & Bhasin Associates  
(Session Chairman)



**Mr Saurabh Prakash**  
Advocate  
High Court of Delhi



**Mr Vineet Vij**  
Group General Counsel  
Tech Mahindra Ltd



**Mr Ranjan Mukherjee**  
Head (Legal), Defence IC  
Larsen & Toubro Limited



**Mr Anil Kaushik**  
Founder & Chief Editor  
Business Manager

### Issues for Discussion

- Flexibility by recourse to “contract labour” and formalising “fixed-term employments” – a myth or a reality? Tension between “fixed term employments” and “unfair labour practice”;
- Removing fetters of prior permission for retrenchments, lay-offs and closure for industrial establishments employing less than 300 workers – no automatic guarantee of attracting foreign investment or spurring employment generation;
- Lingering concerns regarding interpretation and implementation of the new definition of “wages”; Does it run counter to the mantra of “ease of doing business”?
- Implications of the Labour Codes on existing statutory settlements under the Industrial Disputes Act, 1947;
- Surprising and unexpected lack of clarity/absence of requisite provisions regarding “remote working”, “tele-working” & “working from home” – issues and concerns arising out of technological notional extension of employment, working hours, overtime, control of employer over the “workplace”, privacy concerns of employees and their families, problems of supervising employees in remote work situations, etc

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