

# An Interactive Session Transitioning to a Work-from-Home model

*Key employment law  
considerations, moonlighting  
and required changes*

 11<sup>th</sup> November

 4:00 p.m. - 05.30 p.m. IST

Working from home or remote working (“WFH”), has become the new normal ever since the outbreak of the COVID-19 pandemic. While this model has its advantages, the lack of any specific legislation in India regulating WFH arrangements, also brings to the forefront its myriad challenges. Further, the concept of moonlighting which is now a topical issue, is even more relevant in the WFH set up. Join us for this session to understand the gaps that the current legal framework needs to fill in for the employers and employees to smoothly transition into the WFH model and the various changes in policies and practices the employers will need to incorporate, pursuant to adoption of the WFH model. We will also discuss the legal framework surrounding moonlighting and the possible measures to address the same. Additionally, we will also provide you insights on the mitigation steps that may be adopted for addressing the WFH induced soft challenges.

## Agenda

### 1. Introduction

- WFH - Brief Overview
- Key advantages and challenges

### 2. Legal Framework on WFH

- Labour laws and WFH Model – Applicability
- Compliances under WFH Model
- Amendments needed in the current legal framework
- WFH guidelines for Special Economic Zones

### 3. WFH induced changes in Policies/Practices

- Inclusion of lay-off provisions for reduction of salary
- Revisiting compensation structures
- Dealing with new forms of misconduct
- POSH and WFH
- Employee health and safety while WFH
- Inclusion of data protection related clauses

### 4. Moonlighting

- Legal considerations around moonlighting
- Steps to address moonlighting by employees
- Industry insights

### 5. Addressing Soft Challenges

- Decline in productivity
- Communication and Collaboration
- Erosion of boundaries between work and home
- Mental health issues

## Speaker



**Ankita Ray**

Partner - Employment,  
Cyril Amarchand Mangaldas

Who should enroll for this session:

HR Personal, Professionals - Lawyers,  
CA's, Company Secretaries, Cost  
Accountants, Labour Law Practitioners, In  
house counsels, consultants,

**REGISTRATION FEE**

**Rs. 1000 + 18% GST  
per participant**