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the legal profession

A conference presented by the IBA Employment and Industrial Relations Law Committee and the IBA Discrimination Law Committee and supported by the IBA Asia Pacific Regional Forum

# The New World Economy: Key Labour, Employment and HR Challenges Faced by Businesses with a Global Workforce

**18–19 February 2010**  
**The Imperial, New Delhi, India**

## **Topics include:**

- Starting a business
- Employment discrimination and human rights
- Outsourcing
- Secondment/transfers of employees and employee data
- Compensation plans
- Best practices

## **Who should attend?**

Employment lawyers, human resources professionals, lawyers working for government organisations and in-house counsel.

\* As per the Solicitors Regulation Authority of England and Wales. The number of CPD points/hours available may vary for other bar associations and law societies depending on their criteria.

**\* UP TO 10.5 CPD  
HOURS AVAILABLE**



# Programme

## Conference Co-Chairs

**Pascale Lagesse** *Bredin Prat, Paris; Senior Vice-Chair, IBA Employment and Industrial Relations Law Committee*

**Dirk Jan Rutgers** *DLA Piper, Amsterdam; Chair, IBA Discrimination Law Committee*

## Thursday 18 February

0800 – 1730 **Registration**

0800 – 0900 **Welcome coffee/tea**

0900 – 0915 **Welcome remarks by Conference Co-Chairs**

**Pascale Lagesse**

**Dirk Jan Rutgers**

### Programme Chair

**Manishi Pathak** *Kochhar & Co, New Delhi; Communications Officer, IBA Employment and Industrial Relations Law Committee*

### Programme Vice-Chair

**Amit Bhasin** *Law Offices of Bhasin & Bhasin Associates, New Delhi; Membership Officer, IBA Discrimination Law Committee*

### First day overview: doing business in India, China and other Asian countries

What are the current legal standards that international businesses must adhere to if they conduct business in India, China and other Asian countries? What is the role of the ILO, NGOs and unions in establishing employment standards, codes of conduct and best ethical business practices? What are the local practices and customs?

0915 – 0945 **Opening address by local speaker**

0945 – 1245 **Session one**

### Starting a business

This plenary session will lead into four focus groups that will address the labour law issues that organisations should be aware of when hiring and maintaining employees in India, China or other Asian countries. Topics to be covered will include immigration and recruiting, drafting of employment contracts, day-to-day management and implementation of global policies, performance management and termination of employment.

### Moderators

**Johan Lubbe** *Jackson Lewis LLP, New York; Development Officer, IBA Employment and Industrial Relations Law Committee*

**Helen McKenzie** *Blake Dawson, Sydney; Corporate Counsel Forum Liaison Officer, IBA Discrimination Law Committee*

### Continuing Professional Development/Continuing Legal Education

For delegates from countries where CPD/CLE is mandatory, the International Bar Association will be pleased to provide a Conference Certificate of Attendance which, subject to the exact CPD/CLE requirements, may be used to obtain the equivalent accreditation in your jurisdiction.

This conference has been accredited for CPD/CLE by the Solicitors Regulation Authority of England and Wales. Delegates should ask staff at the registration desk for information as to how to obtain the hours.

### Focus Group 1

#### Immigration and recruiting

- Key immigration issues to be aware of when hiring expatriate employees
- The 'dos and don'ts' of employee recruiting, screening and testing
- Best practices for avoiding discrimination claims from job applicants

### Moderator

**Helen McKenzie**

### Speakers

**Shalini Agarwal** *ALMT Legal, London; Corporate Counsel Forum Liaison Officer, IBA Immigration and Nationality Law Committee*

**Jacqueline Bart** *Jacqueline Bart Immigration Law Professional Corporation, Toronto*

**David L Bitel** *Parish Patience Immigration Lawyers, Sydney*

**Anke Freckmann** *Osborne Clarke, Cologne*

**Noor Meurling** *Soebagjo Jatim Djarot, Jakarta*

**John Wilson** *John Wilson Partners, Colombo; Website Officer, IBA Intellectual Property and Entertainment Law Committee*

### Focus Group 2

#### Employment contracts

- Drafting an employment contract: are there mandatory terms that must be included in the contract? Can employment contracts be structured differently if the employee is an expatriate?
- Restrictive covenants: can employers impose non-compete and/or non-solicitation covenants on employees? Are such covenants restricted to certain categories of employees?
- How to draft an effective non-compete and non-solicitation covenant.

### Moderators

**Manishi Pathak**

**Gerlind Wisskirchen** *CMS Hasche Sigle, Cologne; Vice-Chair, IBA Employment and Industrial Relations Law Committee*

### Speakers

**Sandeep Chowdhary** *Bharti Wal-Mart, New Delhi*

**Hemant Kumar** *Ispat Industries, Mumbai*

**Charles Laubach** *Afridi & Angell, Abu Dhabi*

**Attilio Pavone** *Toffoletto e Soci, Milan*

**Martin Reufels** *Heuking Kühn Lüer Wojtek, Cologne*

**Patrick Thiébart** *Jeantet Associés, Paris*

### Focus Group 3

#### Day-to-day management and implementation of global policies

- Are there advantages to having local managers as opposed to expatriates?
- How to successfully balance corporate culture with local practices and customs.
- Best practices for implementing global codes of conduct, employee handbooks, ethics hotlines and similar policies.

### Moderators

**Els de Wind** *Van Doorne, Amsterdam; Vice-Chair, IBA Employment and Industrial Relations Law Committee*

**Johan Lubbe**

### Speakers

**Kerry Notestine** *Little Mendelson, Houston*

**Sunil Prabhune** *Deputy General Manager, Human Resources, ICICI Bank Ltd, Mumbai*

**Roselyn Sands** *Ernst & Young Société d'Avocats, Paris*

**Carmo Sousa Machado** *Abreu Advogados, Lisbon*

**Andrew Turner** *Australian Industry Group, Brisbane*

#### Focus Group 4

##### Performance management and termination

- What are the laws, standards and/or customs which must be followed when managing employee performance?
- What are the laws, standards and/or customs which must be followed when terminating employment because of poor employee performance, misconduct or economic reasons?
- What if the company wants to shut down, transfer or sell operations? What are the roles of unions, lawyers and the government?

##### Moderators

**Juan Bonilla** *Cuatrecasas Gonçalves Pereira SLP, Barcelona; Assistant Newsletter Editor, IBA Employment and Industrial Relations Law Committee*

**Oscar de la Vega** *Basham Ringe y Correa SC, Mexico City; Secretary and Website Officer, IBA Employment and Industrial Relations Law Committee*

##### Speakers

**Selvamalar Alagaratnam** *Skrine, Kuala Lumpur*

**Puneet Arora** *Kochhar & Co, New Delhi*

**Erika Collins** *Paul Hastings Janofsky & Walker LLP, New York*

**Mary-Daphné Fishelson** *Lefèvre Pelletier & Associés, Paris*

**Jonathan Charles Maude** *Hogan & Hartson, London*

**Juan Carlos Pró-Risquez** *Macleod Dixon SC, Caracas*

**Vikram Shroff** *Nishith Desai Associates, Mumbai*

1100 – 1130 **Coffee/tea break**

1245 – 1415 **Lunch**

1415 – 1530 **Session two**

##### Employment discrimination and human rights

What are the rules and regulations a company must follow to avoid claims of discrimination in India, China or other Asian countries? How does the country respect human rights compared to employment rights? What is the role of religion, culture, race, sex, age and sexual preference in the workplace? Can any of these factors be taken into account as a matter of law, practice, custom or tradition, in the hiring, promoting or employment process?

##### Moderators

**Anders Etgen Reitz** *Magnusson, Copenhagen*

**Dirk Jan Rutgers**

##### Speakers

**Lesli Ligorner** *Paul Hastings Janofsky & Walker LLP, Shanghai*

**Sajai Singh** *J Sagar Associates, New Delhi*

**Peter Talibart** *Norton Rose LLP, London*

**Shailesh Tewary** *Senior Vice-President, HR & IR, G4S, New Delhi*

**Hideki Thurgood Kano** *Anderson Mori & Tomotsune, Tokyo*

1530 – 1600 **Coffee/tea break**

1600 – 1715 **Session three**

##### Outsourcing

What are the advantages, legal risks and obstacles to outsourcing, contracting out and use of alternative workforces, including use of temporary employment services and agencies or third-party independent contractors in India, China or other Asian countries? Do international businesses need to form their own company or do they retain the services of a third party? Who is responsible for hiring and/or managing employees? Who sets the pay and benefits? What are the risks and the rewards to the company? Are there joint employer issues?

##### Moderators

**Philip M Berkowitz** *Nixon Peabody LLP, New York*

**Stuart Harrison** *Edward Nathan Sonnenbergs, Cape Town*

##### Speakers

**Amit Bhasin**

**Lucy Lu** *King & Wood, Shanghai*

**Ranjit Malhotra** *Malhotra & Malhotra Associates, Chandigarh*

**John McMullen** *Short Richardson & Forth LLP, Newcastle upon Tyne*

1715 – 1730 **Remarks by Conference Co-Chairs, summary of sessions and announcements**

1900 **Cocktail reception and buffet dinner**

*Lodi Garden Restaurant*

*Lodhi Road, Opposite Mausam Bhavan*

*New Delhi 110003*

The garden restaurant has beautiful lush botanical surroundings with pebbled walkways, cane and wooden furniture and bamboo railings throughout. There are numerous exotic plants, some more than a hundred years old.

The evening will include traditional folk dances and live music performed by local dancers and musicians.

With such a beautiful outdoor setting and exciting entertainment planned during the course of the evening, it makes for a truly unforgettable experience.

Return transport will be provided.

Entry is included for registered delegates and guests.

#### Exhibitors



## Friday 19 February

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0830 – 1730 **Registration**

0830 – 0900 **Welcome coffee/tea**

0900 – 0915 **Opening remarks and announcements by Conference Co-Chairs**

Pascale Lagesse

Dirk Jan Rutgers

**Second day overview: the issues and challenges for India, China and other Asian countries when investing and doing business abroad**

The use of alternative workforces, protection of confidential personnel and business information, enforcing non-compete agreements, drafting and implementing employment agreements, transferring data, and drafting and implementing new compensation and benefits plans.

0915 – 0945 **Keynote address by local speaker**

0945 – 1100 **Session four**

**Secondment/transfers of employees and employee data**

Compliance with rules and regulations pertaining to cross-border transfer or secondment of personnel: transfer and protection of employee records and data on secondment or as a result of sale, merger or acquisition.

*Moderators*

**Regina Glaser** *Heuking Kühn Lüer Wojtek, Düsseldorf; Secretary and Website Officer, IBA Discrimination Law Committee*

**Chris Van Olmen** *Van Olmen & Wynant, Brussels; Secretary-Treasurer, IBA Law Firm Management Committee; Corporate Counsel Forum Liaison Officer, IBA Employment and Industrial Relations Law Committee*

*Speakers*

**Luca Failla** *Lablaw Studio Legale, Milan*

**Philippe François** *NautaDutilh, Brussels*

**Antony Hyams-Parish** *Rawlinson Butler LLP, London*

**Suzanne Janse** *Reed Elsevier India Private Ltd, Chennai*

**Eugenie Nunes** *Boekel De Neree, Amsterdam*

**Anand Prasad** *Trilegal, New Delhi*

1100 – 1130 **Coffee/tea break**

1130 – 1245 **Session five**

**Compensation plans**

Development, implementation and harmonisation of compensation and benefits packages to ensure compliance with international tax laws, human rights standards and ethical business practices where Asian businesses invest and/or employees work abroad.

*Moderators*

**Ignacio Funes de Rioja** *Funes de Rioja & Asociados, Buenos Aires; Vice-Chair, IBA Discrimination Law Committee*

**Johan Lubbe**

*Speakers*

**Steffan de Jong** *DLA Piper, Amsterdam*

**Som Leung** *Freshfields Bruckhaus Deringer LLP, Hong Kong*

**Anoop Narayanan** *Majmudar & Co International Lawyers, Mumbai*

**Ivan Suarez** *Bufete Suárez de Vivero SL, Barcelona*

1245 – 1415 **Lunch**

1415 – 1715 **Session six**

**Best practices**

Drafting and implementing employment contracts for international assignments and implementing and enforcing policies and procedures to protect valuable company business information.

The first half of the afternoon session will review best practices to protect valuable business, customer/client and supplier relationships: development of global policies and procedures and cross-border enforcement of confidentiality undertakings, trade secrets, non-compete and non-solicitation agreements.

The second half of the afternoon session will review best practices for drafting and implementing 'international' employment contracts; best practices to manage cross-border transfer of executives, secondment and dual employment; choice of law and dispute resolution provisions.

*Moderators*

**Amit Bhasin**

**Oscar de la Vega**

**Chris Van Olmen**

*Speakers*

**Amit Bansal** *Kundra & Bansal, New Delhi; Website Officer, IBA Young Lawyers' Committee*

**Juan Bonilla**

**Marianne Granhøj** *Kromann Reumert, Copenhagen; Assistant Newsletter Editor, IBA Employment and Industrial Relations Law Committee*

**Klaus-Stefan Hohenstatt** *Freshfields Bruckhaus Deringer LLP, Hamburg*

**Olle Jansson** *Advokatfirman Cederquist KB, Stockholm*

**Akhil Prasad** *Director and Head Legal, Fidelity Business Services India Private Limited, Gurgaon*

**Prithvi Shergill** *Human Resources Lead, Accenture, Bangalore*

**Gilles Touchette** *Ogilvy Renault LLP, Montreal*

**Werner Walk** *CMS Hasche Sigle, Stuttgart*

**Stephen James Woodbury** *Blake Dawson, Sydney*

**Fraser Younson** *Berwin Leighton Paisner LLP, London*

1530 – 1600 **Coffee/tea break**

1715 – 1730 **Remarks by Conference Co-Chairs, summary of sessions and closing comments**

1900 **Closing reception and buffet dinner**

*Aqua Restaurant*

*The Park Hotel, 15 Parliament Street*

*New Delhi 110001*

The Park Hotel is situated in the heart of the city's business and entertainment hub, Connaught Place.

Aqua, the poolside restaurant and bar is a unique venue and offers a glamorous alfresco experience which includes a landscaped garden terrace with classical outdoor space and an iridescent blue pool.

The food will range from international to traditional dishes that will cater for everyone.

Afterwards, participants will also be able to take advantage of the on-site nightclub, Agni, with free admission to all registered IBA conference delegates and their registered guests.

Transport will not be provided as the venue is within walking distance from the Imperial.

Entry is included for registered delegates and guests.

# Information

## Date

18–19 February 2010

## Language

All working sessions and conference materials will be in English.

## Venue

The Imperial  
Janpath  
New Delhi 110001, India  
Tel: +91 11 2334 1234/4150 1234  
Fax: +91 11 2334 2255  
E-mail: [luxury@theimperialindia.com](mailto:luxury@theimperialindia.com)

## Participants resident in India

### How to register

Participants resident in India and paying in Indian rupees must pay by cheque, bank draft or bank transfer and should complete the attached registration form and return it to Mr Sudip Sinha, International Travel House Ltd, together with your payment. You should receive e-mailed confirmation of your registration within five days; if you do not then please contact Mr Sudip Sinha at [sudipsinha@ith.co.in](mailto:sudipsinha@ith.co.in).

### Fees

Hard copy registration forms and fees received:  
on or before 15 January after 15 January

Participants resident in India	28,800INR	34,307INR
Guest	4,950INR	4,950INR

**Full payment must be received in order to process your registration.**

**Please note that registrations are not transferable.**

### Payment of registration fees

**Cheque or bank draft:** should be in favour of the 'International Travel House Ltd'. Please send to: International Travel House Limited T - 2 Community Centre Sheikh Sarai Phase - I, New Delhi 110 017, India.

### Bank transfer details:

Bank account no: 051-302115-904  
Bank name: The Hongkong and Shanghai Banking Corporation Limited  
Bank Address: 25, Barakhamba Road, New Delhi -110001 (India)  
IFSC Code: HSBC0110002  
Beneficiary Name: International Travel House Ltd.  
Beneficiary Address: T-2, Community Centre, Sheikh Sarai, Phase-1, New Delhi (India) - 110017

**Please ensure that a copy of the bank transfer details is attached to your registration form.**

### Registration confirmation

Upon receipt of your registration form for the conference a confirmation e-mail will be sent to you from the International Travel House. Your information will then be forwarded to the IBA. Once the IBA has received confirmation of your payment from the International Travel House, all documentation regarding your attendance at the conference will be obtainable from the IBA website. The IBA will send an e-mail containing instructions on how to download the documents. Registration confirmation will not be distributed by post.

### List of participants

In order for your name to appear in the list of participants, which will be distributed at the conference, your registration form must be received by the International Travel House no later than the **9 February**.

## Rest of the world participants

### How to register

Register online by **9 February** at [www.int-bar.org/conferences/conf334](http://www.int-bar.org/conferences/conf334) and make payment by credit card, to avail of the ten per cent online registration discount or complete the attached registration form and return it to Emily Dobson at the IBA together with your payment. You should receive e-mailed confirmation of your registration within five days; if you do not then please contact Emily Dobson at [emily.dobson@int-bar.org](mailto:emily.dobson@int-bar.org).

### Fees

Online registrations received:  
on or before 15 January until 9 February

IBA member	£680	£770
Non-member*	£815	£905
Young lawyers (under 30 years)	£510	£905
Academics/judges (full time)	£510	£905
Public lawyers	£510	£905
Corporate counsel	£610	£905
Guest	£70	£70

\*Please refer to delegate membership overleaf.

After **9 February** registrations must be received in hard copy at the IBA office.

Hard copy registration forms and fees received:  
on or before 15 January after 15 January

IBA member	£755	£855
Non-member*	£905	£1,005
Young lawyers (under 30 years)	£565	£1,005
Academics/judges (full time)	£565	£1,005
Public lawyers	£565	£1,005
Corporate counsel	£680	£1,005
Guest	£70	£70

The IBA offers senior lawyers a discounted registration fee. Please contact the IBA office for further information.

**Full payment must be received in order to process your registration.**

**Please note that registrations are not transferable.**

### Payment of registration fees

**Pounds sterling:** by cheque drawn on a UK bank and in favour of the International Bar Association. Please send to: 10th Floor, 1 Stephen Street, London W1T 1AT, United Kingdom.

**OR** by bank transfer to the IBA account number: 13270222 (Sort Code 56-00-03) at the National Westminster Bank, St James's & Piccadilly Branch, 208 Piccadilly, London W1A 2DG, United Kingdom or SWIFT address NWBKGB2L, IBAN GB05NWBK56000313270222. **Please ensure that a copy of the bank transfer details is attached to your registration form.**

**Euro:** by cheque or bank draft, drawn on a euro zone bank and converted at the current rate of exchange and in favour of the International Bar Association.

**OR** by bank transfer to the IBA bank account number 550/00/06570631 (Sort Code 56-00-03) at the National Westminster Bank, St James's & Piccadilly Branch, 208 Piccadilly, London W1A 2DG, United Kingdom or SWIFT address NWBKGB2L, IBAN GB58NWBK60721106570631. **Please ensure that a copy of the bank transfer details is attached to your registration form.**

**US dollars:** by cheque converted at the current rate of exchange and drawn on a US bank and in favour of the International Bar Association. Please send to: 10th Floor, 1 Stephen Street, London W1T 1AT, United Kingdom.

**OR** by bank transfer to the IBA account number: 01286498 (Sort Code 56-00-03) at the National Westminster Bank, St James's & Piccadilly Branch, 208 Piccadilly, London W1A 2DG, United Kingdom. SWIFT address NWBKGB2L, IBAN GB55NWBK60730101286498. **Please ensure that a copy of the bank transfer details is attached to your registration form.**

**Credit card payments:** by Visa, MasterCard or American Express. **No other cards are accepted.**

**PLEASE ENSURE THAT YOUR NAME AND 'CON334NEWDELHI' APPEAR ON ANY TRANSFER OR DRAFT.**

### Registration confirmation

All documentation regarding your attendance at the conference can now be obtained from the IBA website. Upon receipt of your payment for the conference a confirmation e-mail will be sent containing instructions on how to download the documents. Registration confirmation will not be distributed by post.

### List of participants

In order for your name to appear in the list of participants, which will be distributed at the conference, your registration form must be received by **9 February** at the latest.

## All participants

### Cancellation of registration

If cancellation is received in writing at the IBA office by **22 January 2010**, fees will be refunded less a 25 per cent administration charge. We regret that no refunds can be made after this date.

### Travel arrangements and visas

Participants are responsible for making their own travel arrangements.

Please note that all delegates are responsible for checking visa entry requirements for India. Applications can take up to several months to process and most delegates will have to apply for their visa in person at their local embassy. **Please contact your local embassy for entry formalities and apply for any visas well in advance.**

We strongly advise that you check with your embassy a month prior to travelling to ensure that entry requirements have not changed.

**We are unable to dispatch visa invitation letters to support your visa application prior to receipt of your registration form and full payment of registration fees.**

### Fees include:

- \* Attendance at all working sessions
- \* Conference materials, including any available speakers' papers submitted to the IBA before **5 February**
- \* Access to the above conference working materials from the IBA website ([www.ibanet.org](http://www.ibanet.org)) approximately seven days prior to the conference
- \* Lunch on 18 and 19 February
- \* Tea and coffee during breaks
- \* Invitation to cocktail reception and buffet dinner on 18 February
- \* Invitation to closing reception and buffet dinner on 19 February

### Guest fees include:

- \* Invitation to cocktail reception and buffet dinner on 18 February
- \* Invitation to closing reception and buffet dinner on 19 February

**Guests are not entitled to attend the working sessions. No member of the legal profession may be registered as a guest.**

### Delegate membership

\*By registering for the conference we welcome you as a delegate member of the IBA for the year in which this conference is held, which entitles you to the following benefits:

- 1) Password access to certain parts of the IBA website
- 2) Receipt of *IBA E-news* and access to online versions of *International Bar News*
- 3) Pay the member rate for any subsequent conference registrations for this calendar year
- 4) Take advantage of IBA Special Offers

If you would like to become a full or general member of the IBA, which includes membership of one or more committees – and inclusion in and access to our membership directory – we encourage you to do so now in order to register for this conference at the member rate. Full details of how to join can be found at [www.ibanet.org](http://www.ibanet.org).

The organisers may at any time, with or without giving notice, in their absolute discretion and without giving any reason, cancel or postpone the conference, change its venue or any of the other published particulars, or withdraw any invitation to attend. In any case, neither the organisers nor any of their officers, employees, agents, members or representatives shall be liable for any loss, liability, damage or expense suffered or incurred by any person, nor will they return any money paid to them in connection with the conference unless they are satisfied not only that the money in question remains under their control but also that the person who paid it has been unfairly prejudiced (as to which, decision shall be in their sole and unfettered discretion and, when announced, final and conclusive).

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### Hotel accommodation

A limited number of rooms have been reserved at the Imperial for the nights of 17, 18 and 19 February.

The Imperial  
Janpath  
New Delhi 110001  
India  
Tel: +91 98 1116 9532  
Fax: +91 11 2334 2255  
E-mail: varora@theimperialindia.com

The following rates are per room, per night and inclusive of buffet breakfast, service charges, local taxes and two way airport transfers. Please note that any change in the government tax would be charged accordingly.

Imperial rooms  
Single room: 17,095 INR  
Double room: 17,345 INR

Heritage rooms  
Single room: 20,110 INR  
Double room: 20,360 INR

Please complete the attached accommodation form and send it direct to the hotel to make your reservation. The hotel requires a credit card to secure your reservation.

Please note that once you have sent in your accommodation form, the hotel will contact you to find out if you need a return airport transfer.

Cancellations and amendments (ie a reduction in number of nights booked) made after **17 January until 1 February** will incur a penalty charge of one night's stay. Cancellations and amendments after **1 February** will be charged the full amount.

In the event of any cancellations, amendments or no-shows, rooms will be charged to the individual guest's credit card given at the time of booking.

**Please note that any reservation made after 15 January will be subject to availability and cannot be guaranteed at the special IBA rate. As a limited number of rooms have been blocked at the hotel, availability cannot be guaranteed once the room block is full.**

Delegates are responsible for making accommodation reservations directly with the hotel and entering into an agreement with the hotel regarding credit card guarantees, cancellation terms and conditions, and room rates (should these differ from the special IBA rate). The IBA cannot accept responsibility for hotel accommodation disputes between a delegate and the hotel.

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### Disabled access

The Imperial is wheelchair accessible. Please notify us if you require special assistance.

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### Promotional literature

Please note that no individual or organisation may display or distribute publicity material or other printed matter during the conference, unless by prior arrangement with the IBA. Organisations and companies wishing to discuss promotional opportunities should contact the Sponsorship department at the IBA ([sponsorship@int-bar.org](mailto:sponsorship@int-bar.org)).

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**Please note the conference fees include entry to both social functions. Only delegates and registered guests will be able to attend.**

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### Social programme

18 February, 1900

#### Cocktail reception and buffet dinner

*Lodi Garden Restaurant  
Lodhi Road, Opposite Mausam Bhavan  
New Delhi 110003*

The garden restaurant has beautiful lush botanical surroundings with pebbled walkways, cane and wooden furniture and bamboo railings throughout. There are numerous exotic plants, some more than a hundred years old.

The evening will include traditional folk dances and live music performed by local dancers and musicians.

With such a beautiful outdoor setting and exciting entertainment planned during the course of the evening, it makes for a truly unforgettable experience.

Return transport will be provided.

19 February, 1900

#### Closing reception and buffet dinner

*Aqua Restaurant  
The Park hotel, 15 Parliament Street  
New Delhi 110001*

The Park Hotel is situated in the heart of the city's business and entertainment hub, Connaught Place.

Aqua, the poolside restaurant and bar is a unique venue and offers a glamorous alfresco experience which includes a landscaped garden terrace with a classical outdoor space and an iridescent blue pool.

The food will range from international to traditional dishes that will cater for every taste.

Afterwards, participants will also be able to take advantage of the on-site nightclub, Agni, as it is free admission to all registered IBA delegates of the conference and their registered guests.

Return transport will not be provided as the venue is within walking distance from the Imperial.

# 2nd IBA Asia Pacific Forum Regional Conference Emerging Markets in the Asia Pacific Region and the Financial Crisis



**24–26 March 2010 Tokyo, Japan**

A conference presented by the IBA Asia Pacific Regional Forum

Sessions/Welcome Reception: ANA InterContinental Hotel (<http://www.anaintercontinental-tokyo.jp/e/banquet/>)

Plenary Session: Suntory Hall (<http://www.suntory.com/culture-sports/suntoryhall/facilities/hallmap02.html#here>)

This 2nd regional conference will offer participants an opportunity to review the legal regime and practice in the emerging markets in the Asia Pacific region and the impact of the recent financial crisis on the markets.

**Topics include:**

- Mergers and Acquisitions: Transactions involving companies in distress
- Investments: Impact of the financial crisis on investment in emerging in Asia and stimulus plans
- Law Firm Management: How regional law firms are dealing with the financial crisis
- Arbitration and Dispute Resolution: Dispute resolution in depressed economies
- Corporate Counsel: In-house counsel best practices concerning corporate governance and anti-corruption compliance
- Antitrust: New competition regimes in Asia's emerging markets
- Intellectual Property: Lessons on the protection of IP rights in Asia
- Young Lawyers: Roundtable to discuss the impact of the financial crisis on the practices of young lawyers

We will also have a bar leaders roundtable during the conference where we will invite bar leaders to discuss their common issues.

\* We will have a joint open session on the extraterritorial application of laws in the afternoon on 24 March with the World City Bar Leaders Conference and the Japan Federation of Bar Associations will have a seminar on gender issues on 27 March (simultaneous interpretation will be provided). Anyone who is interested in any of these subjects may attend without any fee.

**Who should attend?**

Those who are interested in international legal practice in the Asia Pacific region in the foregoing areas of law, and particularly those who are concerned about the impact of the financial crisis on the emerging markets in the Asia Pacific region.



the global voice of  
the legal profession

**International Bar Association**

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London W1T 1AT, United Kingdom

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Fax: +44 (0)20 7691 6544

E-mail: [confs@int-bar.org](mailto:confs@int-bar.org)

Website: [www.ibanet.org](http://www.ibanet.org)

# Registration form

## Participants resident in India

### The New World Economy: Key Labour, Employment and HR Challenges Faced by Businesses with a Global Workforce

18–19 February 2010, The Imperial, New Delhi, India

Please read the 'Information' section before completing this form and return it together with your payment to Sudip Sinha at the address overleaf.

#### Personal details *(Please attach your business card or write in block capitals)*

Title \_\_\_\_\_ Given name \_\_\_\_\_ Family name \_\_\_\_\_

Name and country to be shown on badge *(if different from above)* \_\_\_\_\_

IBA membership number *(if applicable)* \_\_\_\_\_ Date of birth \_\_\_\_\_

Firm/company/organisation \_\_\_\_\_

Address \_\_\_\_\_

Tel \_\_\_\_\_ Fax \_\_\_\_\_

E-mail \_\_\_\_\_

Guest name \_\_\_\_\_

Special dietary requirements \_\_\_\_\_

Registration form and fees received:	On or before 15 January	After 15 January	Amount payable
Participants resident in India	28,800INR	34,307INR	INR
Guest	4,950INR	4,950INR	INR

PLEASE NOTE THAT SOCIAL FUNCTION TICKETS ARE ONLY AVAILABLE TO DELEGATES AND THEIR REGISTERED GUESTS

#### Social functions

Thursday 18 February

Cocktail reception and buffet dinner

Lodi Garden Restaurant

Number of tickets x \_\_\_\_\_ @ Free Free

Friday 19 February

Closing reception and buffet dinner

The Park Hotel

Number of tickets x \_\_\_\_\_ @ Free Free

#### 18 February – Focus Groups

You will have the opportunity to attend one focus group in session one. Availability for the focus groups is limited and registration will be based on a first-come, first-served basis. The organisers reserve the right to change or cancel sessions based on the level of interest in each topic.

Please indicate your first and second choice by numbering the focus groups listed below:

Focus Group 1 – Immigration and recruiting

Focus Group 2 – Employment contracts

Focus Group 3 – Day-to-day management and implementation of global policies

Focus Group 4 – Performance management and termination

**TOTAL AMOUNT PAYABLE**

**INR**

FULL PAYMENT MUST BE RECEIVED IN ORDER TO PROCESS YOUR REGISTRATION.  
**PLEASE NOTE THAT REGISTRATIONS ARE NOT TRANSFERABLE.**

Continued overleaf

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**Payment details**

I enclose a cheque/bank draft made payable to the International Travel House Limited for the total amount payable.

I have transferred to the relevant bank account the total amount payable and have attached a copy of the bank transfer details.

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**Where did you first hear about this conference?**

IBA CONFERENCE     OTHER CONFERENCE     DIRECT MAIL     INTERNET     ADVERTISEMENT  
 E-MAIL     EDITORIAL     RECOMMENDATION     OTHER

*Please provide further details, quoting code (if applicable)*

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IBA listings are provided to relevant third parties for marketing purposes. The IBA will treat your personal information with the utmost respect and in accordance with UK data privacy laws.

If you are agreeable to passing on your details, please tick this box

If you do **not** wish to receive IBA information and materials, please tick this box

Your details will however be included in the list of participants, circulated at the conference and displayed within the delegate search of the IBA website.

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Please send the completed form to:

Mr Sudip Sinha

**Conference Management Services**

International Travel House Ltd, T – 2 Community Centre,

Sheikh Sarai Phase – I, New Delhi 110017, India

Tel: +91 (11) 2601 7808/4100 5555

Fax: +91 (11) 2601 1543

E-mail: [sudipsinha@ith.co.in](mailto:sudipsinha@ith.co.in)

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**For office use only** Payment \_\_\_\_\_ Banked \_\_\_\_\_ Processed \_\_\_\_\_

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# Registration form

## Rest of the World participants

### The New World Economy: Key Labour, Employment and HR Challenges Faced by Businesses with a Global Workforce

18–19 February 2010, The Imperial, New Delhi, India

Please read the 'Information' section before completing this form and return it together with your payment to Emily Dobson at the address overleaf.

#### Personal details (Please attach your business card or write in block capitals)

Title \_\_\_\_\_ Given name \_\_\_\_\_ Family name \_\_\_\_\_

Name and country to be shown on badge (if different from above) \_\_\_\_\_

IBA membership number (if applicable) \_\_\_\_\_ Date of birth \_\_\_\_\_

Firm/company/organisation \_\_\_\_\_

Address \_\_\_\_\_

Tel \_\_\_\_\_ Fax \_\_\_\_\_

E-mail \_\_\_\_\_

Guest name \_\_\_\_\_

Special dietary requirements \_\_\_\_\_

TO OBTAIN A TEN PER CENT DISCOUNT ON THE FEES BELOW,  
PLEASE REGISTER BY **9 FEBRUARY** ONLINE AT [WWW.INT-BAR.ORG/CONFERENCES/CONF334](http://WWW.INT-BAR.ORG/CONFERENCES/CONF334)  
IBA MEMBERS CAN REGISTER ONLINE BY **15 JANUARY** FOR £680  
PLEASE SEE 'INFORMATION' FOR FURTHER ONLINE REGISTRATION DETAILS.

Registration form and fees received:	On or before 15 January	After 15 January	Amount payable
IBA member	£755	£855	£
Non-member*	£905	£1,005	£
Young lawyers (under 30 years)	£565	£1,005	£
Academics/judges (full time)	£565	£1,005	£
Public lawyers	£565	£1,005	£
Corporate counsel	£680	£1,005	£
Guest	£70	£70	£

PLEASE NOTE THAT SOCIAL FUNCTION TICKETS ARE ONLY AVAILABLE TO DELEGATES AND THEIR REGISTERED GUESTS

#### Social functions

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Number of tickets x \_\_\_\_\_ @ Free Free

Friday 19 February

Closing reception and buffet dinner

The Park Hotel

Number of tickets x \_\_\_\_\_ @ Free Free

THE IBA OFFERS SENIOR LAWYERS A DISCOUNTED REGISTRATION FEE.  
PLEASE CONTACT THE IBA OFFICE FOR FURTHER INFORMATION.  
\*JOIN THE IBA TODAY AND REGISTER FOR THIS CONFERENCE AT THE IBA MEMBER RATE.  
PLEASE FIND THE MEMBERSHIP APPLICATION FORM AT [WWW.IBANET.ORG](http://WWW.IBANET.ORG).

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**18 February – Focus Groups**

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Please indicate your first and second choice by numbering the focus groups listed below:

- Focus Group 1 – Immigration and recruiting
- Focus Group 2 – Employment contracts
- Focus Group 3 – Day-to-day management and implementation of global policies
- Focus Group 4 – Performance management and termination

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**TOTAL AMOUNT PAYABLE****£**

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**FULL PAYMENT MUST BE RECEIVED IN ORDER TO PROCESS YOUR REGISTRATION.  
PLEASE NOTE THAT REGISTRATIONS ARE NOT TRANSFERABLE.**

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**Payment details**

- I enclose a cheque/bank draft made payable to the IBA for the total amount payable.
- I have transferred to the IBA bank account the total amount payable and have attached a copy of the bank transfer details.
- Please charge the total amount due to my (delete as appropriate) Visa/MasterCard/American Express. *Other cards are not accepted.*

Card number \_\_\_\_\_ Start date \_\_\_\_\_ Expiry date \_\_\_\_\_

Name of cardholder \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

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**Where did you first hear about this conference?**

- IBA CONFERENCE     OTHER CONFERENCE     DIRECT MAIL     INTERNET     ADVERTISEMENT
- E-MAIL     EDITORIAL     RECOMMENDATION     OTHER

*Please provide further details, quoting code (if applicable)*

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If you are agreeable to passing on your details, please tick this box

If you do **not** wish to receive IBA information and materials, please tick this box

Your details will however be included in the list of participants, circulated at the conference and displayed within the delegate search of the IBA website.

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Please send the completed form to:

**Emily Dobson**

**International Bar Association**

10th Floor, 1 Stephen Street, London W1T 1AT, United Kingdom

Tel: +44 (0)20 7691 6868 Fax: +44 (0)20 7691 6545 or +44 (0)20 7691 6544

E-mail: emily.dobson@int-bar.org Website: www.ibanet.org

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**For office use only** Payment \_\_\_\_\_ Banked \_\_\_\_\_ Processed \_\_\_\_\_

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THE IMPERIAL  
*New Delhi*

Member of Preferred Hotels & Resorts Worldwide

ACCOMMODATION FORM  
INTERNATIONAL BAR ASSOCIATION CONFERENCE

**Personal details** (Please print clearly in block capitals)

Title (*Dr, Mr, Mrs, Prof. etc*) \_\_\_\_\_ Family name \_\_\_\_\_ First Name \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

Tel \_\_\_\_\_

Fax \_\_\_\_\_

Email \_\_\_\_\_

Passport Number \_\_\_\_\_ Date of Issue \_\_\_\_\_ Date of Expiry \_\_\_\_\_

Place of issue of passport \_\_\_\_\_

(Please print clearly as your reservation will be confirmed by e-mail. If you do not receive confirmation of your reservation, please contact the hotel by telephone.)

**Accommodation requirements**

Arrival date \_\_\_\_\_

Arrival flight details : \_\_\_\_\_

Airport Pick Up Required : Yes / No (Please circle)

Departure date \_\_\_\_\_

Departure flight details: \_\_\_\_\_

Return Airport Transfer Required: Yes / No (Please circle)

The hotel car will be arranged to depart from the hotel, 3 hours prior to the departure time of the flight.

Please tick the box for room type required

Imperial Single Room: INR 17,095

Imperial Double Room: INR 17,345

Heritage Single Room: INR 20,110

Heritage Double Room: INR 20,360

(Breakfast and airport transfers are included in all the room types, Luxury Tax and VAT is included)

Smoking \_\_\_\_\_

Non smoking \_\_\_\_\_

Special requirements \_\_\_\_\_

(We will do our best to accommodate these requests but cannot make any guarantees.)

**Newspaper request**

Economic Times, Times of India, Hindustan Times, The Hindu, Business Standard, Herald Tribune, Others (Please specify above, along with any other leading international daily newspaper \_\_\_\_\_)

\*The hotel does not guarantee availability of all international newspapers.

The above rates include buffet breakfast and airport transfers and are on per room / per night basis.

**Accommodation guarantee**

Reservations cannot be made without a valid credit card number (Visa, MasterCard, American Express)

Type of card \_\_\_\_\_

Expiry date \_\_\_\_\_

Name on card \_\_\_\_\_

Card number \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

By completing the 'Accommodation form ', you enter into an agreement with the hotel regarding credit card guarantees, cancellation / no - show terms and conditions and room rates. The IBA cannot accept responsibility for hotel accommodation disputes between a delegate and the hotel.

**Please note that in the event of any cancellation/ amendment or no shows, rooms would be charged to the individual guest's credit card given at the time of booking.**

\*Kindly complete this form and email to [varora@theimperialindia.com](mailto:varora@theimperialindia.com) or fax to +91 11 2334 2255. A limited number of rooms are available at the discounted rates listed above. For any assistance, please contact Ms. Vidyottama Arora, details mentioned below.

\*Please forward your room reservation request along with the credit card details before 31 December 2009. After this date, rooms will be automatically released. Any cancellation/amendment (i.e. reduction in number of nights booked) made after 17 January 2010 until 1 February will incur a penalty charge of one night stay. Cancellations after 1 February 2010, will be charged the full amount.

\*Incase of the credit card decline/invalid credit card details/no credit card details, The hotel will have the authority to release the reservation by 17 January 2010 and the reservation will only be reinstated subject to room availability.

\*Room rates are mentioned above and are available on a first-come-first-serve basis (when one category fills up participants will be obliged to reserve in next higher category ) inclusive of the following; Daily American breakfast, daily fresh seasonal fruit, access to gymnasium & pool, in-room tea & coffee making facilities, personal safe in room , 2 bottles mineral water.

Vidyottama Arora  
Sales Manager  
The Imperial  
Janpath  
New Delhi - 110001  
Tel: +91-11-23341234;41116422(Direct)  
Fax: +91-11-23342255  
Mobile: +91-9811169532  
Email: [varora@theimperialindia.com](mailto:varora@theimperialindia.com)  
Web: [www.theimperialindia.com](http://www.theimperialindia.com)



# International Bar Association

## the global voice of the legal profession

The **International Bar Association** (IBA), established in 1947, is the world's leading organisation of international legal practitioners, bar associations and law societies. The IBA influences the development of international law reform and shapes the future of the legal profession throughout the world. It has a membership of over 30,000 individual lawyers and more than 195 bar associations and law societies spanning all continents. It has considerable expertise in providing assistance to the global legal community as well as being a source of distinguished legal commentators for international news outlets.

Grouped into two divisions – the **Legal Practice Division** and the **Public and Professional Interest Division** – the IBA covers all practice areas and professional interests, providing members with access to leading experts and up-to-date information. Through the various committees of the divisions, the IBA enables an interchange of information and views among its members as to laws, practices and professional responsibilities relating to the practice of business law around the globe.

### **Employment and Industrial Relations Law Committee overview**

The aims of the committee are to develop and exchange knowledge of employment and industrial relations law and practice. Members support each other through the provision of innovative ideas and practical assistance on day to day issues. In addition, through its journal and through presentations, the committee ensures the dissemination of up-to-date law and practice in this highly important business area

### **Discrimination Law Committee overview**

The committee is concerned with discrimination and gender equality issues which arise in the profession and under the general law. The committee members are made up of private practitioners, academics and in-house counsel who assist in the promotion of discrimination and gender equality issues. Many of these professionals are members of leading law firms or corporations and have often had professional and practical experience of discrimination and equal opportunity issues.

A significant part of the committee's work is concerned with discrimination and promotional issues in the profession. For example, following work of the committee, the IBA at its 1998 conference in Vancouver adopted a formal resolution on non-discrimination in legal practice.

The committee produces a newsletter twice each year with at least one copy coinciding with that year's conference. The newsletter chronicles developments in the discrimination field and publication is dependent upon contributions from members of the committee and other members of the IBA.

### **Asia Pacific Regional Forum overview**

In addition to offering an unrivalled opportunity to establish contact among lawyers within and outside the region, and with acknowledged experts on different areas of law, specialist Forum activities provide an unparalleled opportunity to keep abreast of legal business developments in the region. Members also benefit from excellent working relations with national bars, the Inter-Pacific Bar Association and LAWASIA.

Contact information:

#### **International Bar Association**

10th Floor, 1 Stephen Street  
London W1T 1AT, United Kingdom

Tel: +44 (0)20 7691 6868

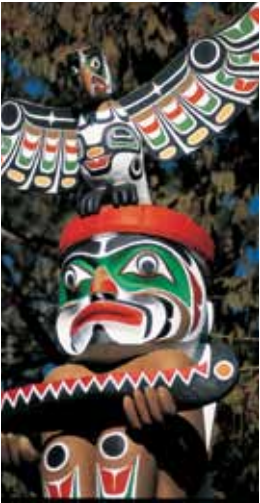
Fax: +44 (0)20 7691 6544

[www.ibanet.org](http://www.ibanet.org)



# Save the date: 3-8 October 2010

Images courtesy of Tourism Vancouver



Vancouver is a dynamic, multicultural city set in a spectacular natural environment. As both a vital centre of international trade and business, and a home to Canadian culture, sport and outdoor activities, Vancouver promises to be another perfect venue for the International Bar Association's Annual Conference in 2010.

## What will Vancouver 2010 offer?

- The largest gathering of the international legal community in the world – a meeting place of more than 3,500 lawyers and legal professionals from around the world
- More than 150 working sessions covering all areas of practice relevant to international legal practitioners
- The opportunity to generate new business with many of the leading firms in the world's key cities
- Registration fee which entitles you to attend as many working sessions throughout the week as you wish
- Continuing legal education and continuing professional development
- A variety of social functions providing ample opportunity to network and see the city's key sights
- Integrated guest programme
- Excursion and tours programme



the global voice of  
the legal profession

To register your interest, please contact:

**International Bar Association**

10th Floor, 1 Stephen Street

London W1T 1AT

Tel: +44 (0)20 7691 6868

Fax: +44 (0)20 7691 6544

[www.ibanet.org/conferences/Vancouver2010](http://www.ibanet.org/conferences/Vancouver2010)

INTERNATIONAL BAR ASSOCIATION CONFERENCE

**VANCOUVER**

3 - 8 OCTOBER 2010