

Non-Compete Clauses in Employment Contracts: Doctrine of Restraint of Trade under the Indian Contract Act

Dr. Ritu Gupta
Professor, National Law University Delhi

Chairperson: Associate Professor Tan Zhong Xing, Faculty of Law, NUS

DATE, TIME & VENUE

Wednesday, 19 March 2025
1.15pm to 2.15pm
NUS Law (Bukit Timah Campus), Federal Bartholomew Conference Room (FED-01-02)

ABSTRACT

In the seminar, Ritu will examine impact of insertion of non-compete clauses in employment contracts with special reference to doctrine of restraint of trade in India. She will comparatively analyse the approaches and precedents in India and Singapore to argue whether such clauses provide protection to the employer or inevitably put a restriction on the employee's autonomy of trade. Drawing on insights from her research as an ASLI fellow, she would advocate a standard for India's restraint doctrine and adoption of a subjective multifactor test based on reasonability.

ABOUT THE SPEAKER



Dr. Ritu Gupta is a Professor of Law and Director of Centre for Business and Financial Laws (CBFL) at National Law University Delhi (NLUD). She specialises in Business Laws and has written two books on **'Sexual Harassment at Workplace'** and **'Law of Contract' including the Specific Relief Act, 1963, (LexisNexis)**. Prof Gupta has featured in **BW Legal World's list of '100 Influential Women Driving Change in Indian Legal Ecosystem'** in the category of top 5 academicians consecutively for last two years. Her research interests are commercial contracts and business ethics, prohibition of sexual harassment of women at workplace and interpretation of statutes. She is enthusiastic about working on the changing paradigms of commercial transactions and intersection between business and women rights.

REGISTRATION



There is no registration fee for this seminar, but seats are limited. Refreshments will be provided on a first-come-first-served basis.

Visit <https://bit.ly/4ifgnnl> or scan the QR Code to register by Friday, 14 March 2025, 12.00pm
For enquiries, please contact the ASLI Secretariat at asli@nus.edu.sg