
LEGAL IMPLICATIONS ON BUSINESS IN INDIA: AN OUTCOME OF COVID-19 PANDEMIC

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ABSTRACT

The COVID-19 pandemic has significantly altered the landscape of business laws and employee rights in India, leading to substantial changes in legal frameworks, organizational practices, and the dynamics of employer-employee relationships. The pandemic has led to a significant disruption in business operations in India, impacting contractual obligations, supply chains, and overall business continuity. As the pandemic unfolds, businesses grapple with legal complexities arising from unforeseen disruptions, ranging from contractual obligations to workplace safety regulations. Simultaneously, employees face uncertainties regarding job security, remote work arrangements, and the delicate balance between business continuity and individual rights. Corporate governance practices have evolved in response to the challenges posed by COVID-19, with adjustments made to accommodate the changing business environment. Government interventions and stimulus packages have played a crucial role in supporting businesses and protecting employee rights during the economic challenges brought about by COVID-19.

Keywords: COVID-19, Pandemic, Employees, Corporate governance

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I. INTRODUCTION

In late 2019, in Wuhan, China, COVID-19—caused by the new corona virus SARS-CoV-2—emerged. Rapid global spread of the virus caused fatalities, severe disease, and unheard-of disruptions to daily life. The surge in cases strained healthcare systems worldwide, prompting governments to implement various measures to contain the spread, including lockdowns, social distancing, and travel restrictions.²

Aside from its negative effects on world health, the COVID-19 pandemic has had a profound effect on many facets of society, including business. As nations grapple with the challenges posed by the virus, governments and businesses are compelled to adapt to new realities.

Governments worldwide implemented emergency measures to mitigate the economic fallout. These measures included financial aid packages, tax relief, and changes to existing business regulations. The pandemic forced businesses to confront legal challenges, such as contract disputes, supply chain disruptions, and issues related to force majeure clauses. The role of business laws in addressing these challenges became crucial for continuity.³

The rapidly changing situation led to the introduction of new regulations and the modification of existing ones to better address the needs of businesses during the crisis. This section will delve into key legal changes in various jurisdictions. Ensuring the safety and well-being of employees became a paramount concern. Businesses and governments, all over the world adapted their policies to protect workers and prevent the spread of the virus in workplaces.

The shift to remote work became a necessity for many businesses. This section will explore the legal implications of this transition, including issues related to data privacy, cyber security, and workers' rights in remote settings. As businesses faced economic challenges, job security became a major concern for employees. We will examine how labor laws and government interventions played a role in protecting workers from mass layoffs and unfair dismissals.

The pandemic highlighted the need for international collaboration in addressing global crises. This section will explore how different countries collaborated and shared resources to combat the

²Walter, Dagmar. "Implications of Covid-19 for labour and employment in India." *The Indian Journal of Labour Economics* 63, no. Suppl 1 (2020): 47-51.

³Ibid

economic challenges posed by the virus. Countries implemented diverse legal strategies to address the pandemic's impact on businesses and employees. A comparative analysis will shed light on the effectiveness of these approaches and their implications for future global crises.

II. COVID-19 IN INDIA

The COVID-19 pandemic has left an indelible mark on the global landscape, and India has been no exception. As the nation grapples with the multifaceted challenges posed by the virus, this article delves into the nuanced impact of COVID-19 on business laws and employee rights within the Indian context.

India, like many other nations, implemented stringent measures to curb the spread of the virus. The nationwide lockdown, announced in March 2020, had profound implications for businesses and the workforce. The economic fallout of the pandemic was keenly felt across industries, from large enterprises to small businesses.

The Indian government responded swiftly to the economic challenges posed by the pandemic. This section will highlight key government initiatives, financial packages, and regulatory changes aimed at supporting businesses during these unprecedented times. The pandemic led to disruptions in supply chains and contractual agreements. Indian business laws, particularly pertaining to force majeure clauses, were invoked and adapted to address contractual uncertainties.

The Insolvency and Bankruptcy Code (IBC) underwent modifications to provide relief to businesses facing financial distress in the form of changes in the IBC framework and their implications for businesses in India.

India prioritized the safety of its workforce, introducing guidelines and regulations to ensure a safe working environment which reflected in the legal aspects of workplace safety during the pandemic. The shift to remote work became a predominant trend in India as well. The Indian labor laws adapted to accommodate remote work and the legal considerations surrounding employment policies in this new paradigm.

As economic uncertainties loomed, job security and wage protection became critical concerns for Indian employees. Legal measures were also implemented to safeguard the rights of workers facing layoffs or salary cuts.

The pandemic gave rise to various legal disputes, from contractual disagreements to labor-related conflicts. This section will explore notable legal challenges faced by businesses in India and the evolving trends in COVID-19-related litigation. An analysis of court decisions and precedents related to COVID-19 will shed light on how Indian courts interpreted and applied existing laws to address the unique legal issues arising from the pandemic.⁴

A. Imposition of Lockdowns

1) March 2020 Lockdown

In March 2020, India imposed one of the world's most extensive and stringent lockdowns. This section explores the legal foundations of the lockdown, examining the Disaster Management Act, Epidemic Diseases Act, and other relevant legislations that empowered the government to enforce restrictions.

2) Phased Unlocking

As the pandemic unfolded, the government adopted a phased approach to unlock the economy. This subsection analyzes the legal dimensions of these phases, including the criteria for unlocking, regional variations, and the role of state governments in decision-making.

3) Regulatory Framework and Guidelines

The article delves into the regulatory framework established during the lockdown, examining guidelines issued by the Ministry of Home Affairs and other relevant authorities. It explores the legal obligations imposed on businesses and citizens, emphasizing the role of regulations in maintaining public order.

B. Enforcement Mechanisms and Penalties

1) Role of Law Enforcement Agencies

⁴Ghosh, Aritra, Srijita Nundy, and Tapas K. Mallick. "How India is dealing with COVID-19 pandemic." *Sensors International* 1 (2020): 100021.

To ensure compliance with lockdown measures, law enforcement agencies played a pivotal role. This section explores the legal powers granted to these agencies and the challenges in maintaining a balance between public safety and individual liberties. These Agencies included “The Ministry of Human Affairs” (MHA), “Ministry of Health and Family Welfare” (MOHFW), “The World Health Organization” (WHO) etc.

2) Penalties for Violations

The government implemented penalties for non-compliance with lockdown measures. This subsection examines the legal provisions and penalties imposed on individuals and businesses found in violation of lockdown regulations.

C. Insolvency and Bankruptcy Code (IBC)

In India, the IBC serves as a critical tool for addressing insolvency-related issues. The impact of COVID-19 on the IBC framework resulted in the modifications implemented, and the legal dynamics surrounding insolvency proceedings in India. Recognizing the exceptional circumstances brought about by the pandemic, the Indian government introduced temporary measures to suspend insolvency proceedings. This subsection delves into the legal dimensions of these modifications, including the rationale behind the suspension and its impact on creditors and debtors.⁵

To provide relief to businesses facing financial stress due to COVID-19, the government increased the threshold for initiating insolvency proceedings. This analyzed the legal implications of the heightened thresholds and their effects on the insolvency landscape.

The modifications to the IBC have sparked debates and criticisms, particularly regarding their impact on creditors. This section explores the challenges faced by creditors, including operational creditors, and the legal implications of the altered insolvency framework. The suspension of insolvency proceedings raises concerns about delays in adjudication and resolution. The legal consequences of these delays, including their impact on businesses and the economy, are examined.

⁵Singh, Ram, and Hiteshkumar Thakkar. "Settlements and resolutions under the insolvency and bankruptcy code: Assessing the impact of Covid-19." *The Indian Economic Journal* 69, no. 3 (2021): 568-583.

The pandemic has heightened corporate governance challenges in the context of insolvency. This section analyzes the legal considerations surrounding corporate governance during insolvency proceedings, emphasizing transparency and accountability. Notable cases within the modified IBC framework provide insights into legal interpretations and precedents. This section examines key cases and their implications for future insolvency proceedings in the post-COVID-19 era.

As the nation looks beyond the immediate crisis, considerations for reforms and adaptations to the IBC framework become crucial. This reflected the potential future reforms and legal considerations for enhancing the effectiveness of the IBC in post-pandemic India.

D. Contractual Obligations in Times of Crisis

Commercial contracts form the foundation of business transactions. This section examines the legal implications of the pandemic on contractual obligations, including the challenges faced by parties in meeting their commitments. Different industries have experienced distinct challenges in fulfilling contractual obligations. This subsection provides sector-specific insights, delving into how industries such as manufacturing, services, and real estate grappled with contractual complexities.⁶

E. Force Majeure Clauses: Legal Framework

Force majeure is a contractual condition that relieves both parties of their obligations in the case of an extraordinary occurrence that directly hinders one or both parties from fulfilling their duties. A party that is unable to fulfil its obligations may invoke a force majeure provision to justify its non-performance, provided that the conditions preventing performance are beyond its control and not caused by any fault or carelessness on its part. Force majeure events, also known as "acts of god," encompass a wide range of occurrences, including both natural and man-made calamities such as fires, floods, storms, war, and labour disputes.⁷

F. Invocation of Force Majeure during COVID-19

⁶Anugrah, Dikha, Teten Tendiyanto, and Haris Budiman. "Implications of Covid-19 Pandemic Toward Business Contracts." In *UNiSET 2020: Proceedings of the 1st Universitas Kuningan International Conference on Social Science, Environment and Technology*, UNiSET 2020, 12 December 2020, Kuningan, West Java, Indonesia, p. 266. European Alliance for Innovation, 2021.

⁷*Ibid*

As businesses faced challenges due to the pandemic, the invocation of force majeure became a focal point. Specific criteria were defined for determining the applicability of force majeure clauses in the context of COVID-19.

The legal obligations related to notice and communication between contracting parties during the invocation of force majeure are explored. This includes analyzing timelines, formats, and the legal consequences of non-compliance.

G. Legal Challenges and Litigation Trends

The legal challenges arising from contractual disputes related to COVID-19 and the invocation of force majeure came as its outcome. Litigation trends, court decisions, and noteworthy cases provide insights into the evolving jurisprudence.

Arbitration and alternative dispute resolution mechanisms play a crucial role in resolving contractual disputes. This section explores the legal dimensions of dispute resolution during the pandemic, emphasizing the adaptability of these mechanisms.

The Indian government introduced measures to mitigate the economic fallout of the pandemic. This had an impact on government interventions, regulatory changes, and the role of statutory bodies in shaping the legal landscape of contractual obligations. As businesses navigate the uncertainties brought by the pandemic, contractual adaptations become essential.

III. LEGAL DIMENSIONS OF EMPLOYMENT LAWS AND WORKFORCE DYNAMICS AFTER COVID-19 IN INDIA

The post-COVID-19 era has ushered in a new normal for businesses and employees alike. This section introduces the transformative impact of the pandemic on employment laws and workforce dynamics, setting the stage for a comprehensive exploration.

A. Workplace Safety and Health Regulations

- 1) Legal Imperatives for Safe Workspaces

Ensuring the safety and well-being of the workforce is paramount in the post-pandemic workplace. This section scrutinizes the legal dimensions of workplace safety and health regulations, including guidelines, protocols, and statutory obligations imposed on employers.

2) Remote Work Policies

One characteristic that sets out the post-COVID-19 workplace is the increasing use of remote work. The legal considerations surrounding remote work policies, including data privacy and cyber security, are examined to understand the regulatory framework governing this new mode of work.

B. Job Security and Wage Protections

1) Legal Safeguards for Employees

The economic uncertainties brought about by the pandemic have heightened concerns about job security and wage protections. This section delves into the legal measures, modifications in labor laws, and government interventions aimed at safeguarding the employment rights of workers.

2) Layoffs and Dismissals

The legal dimensions surrounding layoffs and dismissals in the post-COVID-19 scenario are explored. Analysis includes changes in termination procedures, adherence to statutory requirements, and the role of government directives in managing workforce downsizing.

C. Remote Work and Employment Policies

1) Legal Framework for Remote Work

The surge in remote work has necessitated a reevaluation of employment policies. This section examines the legal framework for remote work, encompassing issues such as contract modifications, performance evaluations, and the right to disconnect.

2) Employment Contracts and Force Majeure

The legal implications of COVID-19 on employment contracts, particularly the invocation of force majeure clauses, are scrutinized. This includes an analysis of how the pandemic has influenced contractual obligations, disputes, and negotiations.

D. Legal Challenges and Dispute Resolution

1) Emerging Legal Disputes

The post-COVID-19 landscape has witnessed a surge in legal disputes related to employment. This section explores the emerging challenges, including disputes over remote work arrangements, safety concerns, and issues related to job security.

2) Dispute Resolution Mechanisms

The legal avenues available for resolving employment-related disputes are examined. This includes an overview of litigation trends, arbitration, and alternative dispute resolution mechanisms in the context of the evolving employment landscape.

E. Employee Rights and Privacy Concerns

Balancing Employee Rights: The article discusses the evolving landscape of employee rights in the post-pandemic scenario, balancing the needs of employers and the rights of employees. Privacy concerns related to health data and remote monitoring are addressed within the legal framework.

IV. IMPACTS OF GLOBAL HEALTH CRISES AND UNFORESEEABLE CIRCUMSTANCES

The epidemic has had a profound worldwide effect, resulting in several substantial interruptions to commercial activity and day-to-day business transactions. It is essential to recognise that several governments have implemented lockdowns and suspensions using specific laws and wide-ranging government orders. Hence, it is very reasonable to conclude that the consequences of the pandemic lead to rigid intervention. In order to ascertain the scope of a Force Majeure Clause (FMC) in the context of a pandemic, it is necessary to examine the contractual agreement between the parties and how it specifically defines "force majeure." Additionally, it is important to consider previous legal cases concerning "extraordinary events" and "circumstances that are beyond the reasonable control and expectation of the parties." Nevertheless, if the Force Majeure provision of the agreement specifically mentions "epidemics" and "pandemics," the party that has been impacted often has to provide evidence of how these occurrences have hindered their

ability to fulfil their contractual responsibilities. In response to the continuing COVID-19 epidemic, the Government of India has established steps to protect the rights of parties engaged in commercial transactions.

The Government of India's Ministry of Finance published an office memorandum on February 19, 2020, to offer clarity about the 'Manual for Procurement of Goods, 2017'. The memorandum specifies that the Force Majeure Clause (FMC) of the contract will include any interruptions in supply chains induced by the Corona virus.⁸

If a scenario qualifies as a natural catastrophe, the appropriate procedure may trigger the FMC (Force Majeure Clause). The aforementioned manual is published by the Ministry of Finance for multiple ministries and departments that have been authorised to independently organise the acquisition of goods under the delegation of financial power rules, which must be carried out in accordance with the 'Procurement Guidelines'.

The Ministry of Finance, through a notification dated May 13, 2020, has clarified that parties involved in contracts for construction and works, goods and services, and public-private partnerships (PPP) with government agencies can utilise the Force Majeure Clause (FMC). In these cases, the Ministry of Finance will extend the deadline for contractual obligations due on or after February 20, 2020, for a minimum of three months and a maximum of six months. This extension will not result in any additional costs or penalties for the contractor or concessionaire.

The duration of the concession term under PPP contracts that expire on or after February 20, 2020, will be prolonged for a minimum of three months and a maximum of six months. The duration of the extension, ranging from 3 to 6 months, will be determined on a case-by-case basis, taking into account the individual circumstances and the length of time during which performance was impacted by the force majeure occurrences. The utilisation of FMC would only be applicable if the contractual parties were not in breach of their commitments as of February 19, 2020. The use of the FMC does not excuse all instances of non-performance in a contract.

⁸Yas, Nadia. "Effects of Covid-19 pandemic on contractual relations." J. Legal Ethical & Regul. Issues 24 (2021): 1.

Only non-performance resulting from a lockdown or government-imposed restrictions due to the COVID-19 pandemic qualifies for its application.⁹

The Ministry of New and Renewable Energy has implemented a similar effort specifically targeting solar project developers. The Ministry, in an office memorandum issued on March 20, 2020, has announced that individuals who fail to meet contractual obligations due to COVID-19 can utilise the Force Majeure Clause (FMC) to exempt themselves from any monetary penalties.

This effort by the Government of India is a significant relief during these challenging times. Throughout the litigation or arbitration process, we must individually re-evaluate the examination of force majeure and its relevance to a specific contract, despite the existence of such documented occurrences. There must be sufficient evidence to demonstrate that there are no other options or techniques available for fulfilling the party's responsibilities outlined in the contract.

V. THE COMPANY LAW COMMITTEE¹⁰

The Company Law Committee convened to advise the Government on initiatives to facilitate smoother business operations in India and improve the implementation of key statutes such as the "Companies Act, 2013" and the "LLP Act, 2008," has presented its findings to the Ministry of Corporate Affairs in March 2022. In response to the challenges posed by the COVID-19 pandemic, the Committee has put forth recommendations to enhance India's corporate legal landscape. These proposals centre around the expanded use of electronic communication for the transmission, storage, and retrieval of information. The aim is to facilitate a more resilient business environment amid ongoing disruptions.¹¹

Key reforms suggested by the Committee include authorizing certain companies to communicate exclusively with their stakeholders via electronic channels, allowing for virtual or hybrid formats for general meetings, establishing a dedicated electronic platform for the maintenance of statutory registers, and modernizing enforcement and adjudication procedures through digital

⁹Zaheeruddin, Mohammed. "The COVID-19 Pandemic—an Impediment in Performance of Contracts." *Balkans Journal of Emerging Trends in Social Sciences Balkans JETSS* 3, no. 2 (2020): 177-185.

¹⁰ Indiacorplaw.in

¹¹Choudhary, Namisha. "Law and Pandemic: Commercial Laws Changed in India during Covid-19." *Jus Corpus LJ* 1 (2020): 532.

means. These proposed reforms are envisioned to streamline corporate processes, enhance accessibility, and foster greater efficiency within the legal framework governing businesses in India.

A. Current Legislative Framework

The existing regulatory framework, alongside its accompanying rules, incorporates specific measures aimed at facilitating electronic communication and advancing digitalization, while simultaneously ensuring the necessary safeguards are in place.

Section 173 of the Act delineates regulations governing the conduct of board of directors' meetings. Subsection (2) provides directors with the option to participate in meetings via video conferencing or other audio-visual methods, contingent upon the capability of such methods to record and acknowledge participation, and to store recordings with corresponding date and time stamps. However, the Central Government retains the authority to determine issues that cannot be addressed through such means, albeit temporarily relaxed during the pandemic via a notable notification issued on June 15, 2021. This right was affirmed in the "*Achintya Kumar Barua v. Ranjit Barthku*"¹² case by the NCLAT, which recognized the entitlement of directors to participate in meetings through digital means.

Rule 3 lays out precise protocols that companies must adhere to when conducting virtual board meetings, encompassing measures for identity verification, security, record keeping, storage, and attendance documentation through roll calls, among others.

Section 120 outlines criteria for maintaining and inspecting electronic documents, records, and registers, a provision evolved from the Companies Act of 1956 to accommodate advancements in digital technology.

Under Rule 27,¹³ listed companies or those with at least 1000 shareholders, debenture holders, or holders of other securities may opt to maintain records electronically, subject to a board decision. Such records must adhere to a uniform format, ensuring clarity, accessibility, and protection

¹²Company Appeal (AT) No. 17 of 2018

¹³Companies (Management and Administration) Rules, 2014

against unauthorized alterations while allowing for necessary updates in compliance with relevant laws.

To ensure effective electronic record maintenance, adherence to criteria outlined in the Information Technology Act, 2000, particularly pertaining to digital signatures as per Section 15, is imperative. Rule 20 in conjunction with Section 108 mandates publicly traded companies or those with over 1000 members to offer electronic voting for resolutions, subject to direct notification and public disclosure of method, timeline, and other particulars.

The Committee recommends the removal of the explanation to section 398(1) to streamline the adjudication of electronic matters, aligning with the objectives of the e-Courts Project as detailed in the 'National Policy and Action Plan for Implementation of Information and Communication Technology in the Indian Judiciary'.¹⁴ Section 398 empowers the Government to establish regulations regarding electronic submission of applications, documents, and inspections, with the proposed exclusion of the explanation aimed at overcoming obstacles hindering electronic adjudication tasks in a transparent, traceable, and non-discretionary manner.

B. Committee recommendations

Section 20 of the Act delineates various methods for transmitting documents to businesses, their officials, or the Registrar of Companies. Clause (2) allows for the use of registered post, speed post, courier services, or any other designated mode for transmission.

The proposed amendment to Section 20 aims to facilitate electronic transmission of documents to specific categories of corporations, ensuring compliance with notifications and circulars issued by regulatory bodies such as the Ministry of Corporate Affairs (MCA) and the Securities and Exchange Board of India (SEBI).¹⁵ This amendment includes provisions to safeguard investor interests. However, it mandates that organizations must provide physical copies of documents upon request from a member, to accommodate investors. When formulating a legislative framework, the government must carefully consider potential implications, as this advice carries

¹⁴Rattan, Jyoti, and Vijay Rattan. "The COVID-19 crisis-the new challenges before the indian justice and court administration system." In IJCA, vol. 12, p. 1. (2021).

¹⁵Hasan, Mohammad Iqbal, and Badsha Mia. "Initiation of virtual court system during COVID-19 pandemic and e-judiciary: challenges and way forward." Daengku: Journal of Humanities and Social Sciences Innovation 1, no. 1 (2021): 8-17.

both positive and negative ramifications. While electronic transmission offers cost-effectiveness and convenience, physical delivery may still be necessary in cases where shareholders' and members' email addresses are not readily available or their securities have not been dematerialized.

The research underscores the critical need to adapt corporate governance practices, particularly in the context of unprecedented challenges such as the COVID-19 pandemic. Virtual platforms emerge as a viable solution, offering flexibility and accessibility for stakeholders. The mandatory nature of annual general meetings, as stipulated by Section 96 of the Act, underscores the importance of exploring innovative approaches to ensure compliance while navigating disruptions caused by the pandemic.

Recognizing the urgency of the situation, the MCA responded swiftly by issuing circulars in April 2020, granting permission for hybrid annual general meetings (AGMs). This hybrid model, allowing for both in-person attendance and remote participation via video conferencing, represents a significant departure from traditional practices. By embracing technology, companies can overcome geographical barriers and facilitate broader participation, thereby ensuring inclusivity and engagement among stakeholders.

The research draws inspiration from international best practices, particularly in jurisdictions such as Singapore, Australia, Japan, and South Africa. These countries have already embraced remote or hybrid meeting formats, not solely in response to crises but as a part of their regular corporate governance framework. By leveraging these precedents, India can adapt its regulatory landscape to promote agility and resilience in the face of unforeseen challenges.

Moreover, the research delves into the intricacies of record-keeping obligations imposed on corporations under the Act. While these requirements are indispensable for transparency and accountability, the manual maintenance of registers poses practical challenges, as highlighted by the Committee. Transitioning to a centralized electronic platform endorsed by the government presents a compelling solution. This move not only reduces administrative burdens on businesses but also enhances the accessibility and accuracy of corporate records, thereby fostering trust and confidence among stakeholders.

Furthermore, the research addresses regulatory bottlenecks that impede the seamless adoption of electronic submissions and inspections. Section 398 grants the government authority to regulate these aspects, yet existing clarifications limit its scope. By eliminating these constraints, the government can align regulatory frameworks with contemporary technological advancements, particularly in light of initiatives such as the e-Courts Project.¹⁶ This ensures that electronic adjudication processes are transparent, efficient, and equitable, thereby bolstering confidence in the legal system and promoting the rule of law.

The research advocates for a holistic approach to modernizing corporate governance practices in India. By embracing virtual meeting formats, transitioning to electronic record-keeping systems, and aligning regulatory frameworks with technological advancements, the country can foster resilience, transparency, and efficiency in its corporate ecosystem, thereby laying the groundwork for sustainable growth and development.

VI. CONCLUSION

In conclusion, the COVID-19 pandemic has significantly altered the legal landscape for businesses in India, necessitating rapid adaptation to new norms while ensuring compliance with evolving regulations. The experience has underscored the importance of legal preparedness and flexibility in navigating unforeseen challenges.

The pandemic has had profound legal implications on businesses in India, touching various aspects of corporate operations, contractual relationships, and regulatory compliance. To conclude: -

Force Majeure and Contracts: The pandemic prompted a surge in force majeure claims as businesses sought to mitigate losses from disrupted operations. Courts grappled with interpreting force majeure clauses, balancing the rights of parties under contracts.

Employment Laws: The pandemic spurred changes in employment laws, particularly regarding remote work, health, and safety standards, and job security. Employers navigated these changes while addressing employee welfare and operational needs.

¹⁶Goyal, Sandeep, Anandan Pillai, and Sumedha Chauhan. "E-governance using mobile applications: A case study of India during the COVID-19 pandemic." *Australasian Journal of Information Systems* 25 (2021): 1-29.

Data Privacy: With increased digital reliance, data privacy and security became critical. Businesses had to enhance data protection measures to comply with evolving regulatory requirements and safeguard sensitive information.

Contractual Disputes: Disrupted supply chains and financial strains led to a rise in contractual disputes. Businesses turned to legal avenues to resolve conflicts arising from breached contracts, cancellations, and non-performance issues.

Government Regulations: The Indian government introduced relief measures, including financial assistance, tax relief, and regulatory relaxations, to support businesses. Compliance with evolving regulations became crucial for businesses to access these benefits.

Health and Safety Regulations: The pandemic highlighted the need for robust health and safety regulations in workplaces. Businesses implemented measures to comply with government guidelines and ensure the well-being of employees and stakeholders.

