

Press Release

January 10, 2025

BUILDING BETTER WORKPLACES: NISHITH DESAI ASSOCIATES SETS THE STANDARD SINCE 1995

Mumbai (IN), January 10, 2025: In an era where debates around work-life balance and the nature of work culture dominate headlines, Nishith Desai Associates (NDA) stands as a case study firm among global law firms on how work-life harmony can drive operational excellence. Amid recent controversies surrounding the advocacy of long work weeks, NDA reflects on its long-standing commitment to create an environment where technology and empathy converge to improve professional productivity.

As far back as 1995, Dr. Nishith Desai, the founder of NDA, championed the integration of technology to offer flexibility and enhance quality of life for his team. At a time when laptops were a rarity in India, Desai equipped his lawyers and professional staff with laptops, enabling them to work from home and manage their responsibilities. This progressive move allowed women lawyers, in particular, to balance their professional and household responsibilities, creating a culture of inclusivity and empowerment.

Recognising that work often transcends traditional hours in the legal profession, NDA made it possible for employees to deliver their best without compromising on family or personal time.

Today, as India Inc grapples with the demands work life balance, NDA continue to lead by example, nurturing respect for employees' time and mental well-being. Unlike workplaces that emphasize extended hours as a metric of commitment, NDA has always prioritised efficiency, innovation, and a stress-free environment. As Desai once noted, *"If [using laptops for leisure] reduces stress levels and doesn't affect work, why should I mind?"*

In 2025, while some leaders advocate for 90-hour work weeks, NDA remains a staunch advocate for work-life harmony. With over three decades of culture where passion and purpose align without compromising personal happiness, the firm underscores that extraordinary outcomes do not necessitate sacrificing well-being.

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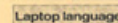
April 01, 2025

Lapping them up

while this year it could grow to 25,000. Of this, he hopes to sell as many as 4,000 machines.

Personal assistant or executive toy, one way or another, these diminutive and portable personal computers are creeping into executive life. "People used to buy it for snob value," says V. Anantaraman, managing director of Wipro-Acer, "but now they are starting to realize its value." There are no formal estimates of market size, but Anantaraman estimates that last year around 10,000 machines were sold.

So why pay the premium? Iqbal Fazal, marketing manager, Magnerra Innovations Ltd, the first company to assemble laptops in India, lists four reasons. "First and most obviously," he says, "is portability." A laptop gives you computing power wherever you are, whenever you want it. Next comes security. "Everyone has some information that is for himself only. Since a laptop stays with you, so does your information." Ease of communication is the third reason. "With faxes, modems and wide area networks," Fazal continues, "wherever anyone is, whether



Urgency: The word's well. But if you're not sure you're ready to jump into such big shoes, you may want to consider a more conservative approach. These were some suggestions from PCs which were heavy and didn't get the job done. They were also some suggestions from people who were not heavy and didn't get the job done. If you're not sure you're ready to jump into such big shoes, you may want to consider a more conservative approach. These were some suggestions from PCs which were heavy and didn't get the job done. They were also some suggestions from people who were not heavy and didn't get the job done.

[illegible]

But they are all available as peripheral forms of plugs, mostly all under \$100. In this case, plugs are plastic devices that fit snugly into each of the "slots" of the input or output devices and can be fitted. These include headphones, floppy disk and hard disk drives. Laptops with more slots plug drives are known as slot controllers. With no connection between the plug, the lower models allow for CD-ROM drives and regular sound as peripheral. Cheating machines are a whole new device that enable the laptop to be connected to a larger desktop monitor or the office.

Upgradability & repair: The speed of change with laptop technology means rapid obsolescence and the only thing to do is to convert one's needs to upgradeable, that is where this is change with desktops. Laptop technology is so much more robust that one generally has to go back to the original manufacturer. Tempted by the substantially lower prices, retailers attend when that is buying a laptop and upgrading it is only to be left high and dry when repairs are needed.

Resale: The market is being flooded

Desai (central) encouraged his staff to work at home with laptops.

in the new time.

There are, however, companies that use Time Systems which have been using laptops in a radically different way. While a single component like Microsoft's Lotus Notes software is well known for senior management, *Realize* uses information communications in a way few managers are used to in order to gain its financial and technical edge. *Realize* is a company that has been growing at more than 100 percent a year for the last five years. "We want to give ourselves the ability to compete, to make decisions, to forecast, to measure our progress, to make decisions about where we want to go," says Dr. Silvio, one of the founders of *Realize*.

A major benefit, says Dr. Silvio, is that from the way laptops improve the quality of presentations. Using programmatic presentation, a highly sophisticated presentation can be made quickly and easily. For group presentations, the action is projected by breaking the laptops into a Liquid Crystal Display panel which is on an overhead projector. Chances are that as you sit in the audience, you find it as effective as the speaker.

expanses, most of these simply require the addition of one phase or more; the most advanced models are available in India — at a price! But it seems that anyone settling out in the desert is quickly reminded of the old adage: the more you know, the more you realize you don't know. ■

Compass, distributed by Target International, has three ranges — a 1000 Series, a 2000 Series, and a 3000 Series and Elites. Men who face stiff competition from IBM's Thinkpad (distributed by Zenith and several others) like Microsoft's and Digital's version of the IBM Ultra notebook, the Zenith Hyperion Stratos and the Japanese NEC Versa models are distributed by Zenith. While the Taiwanese Acer and Dell notebooks are sold by Wingo, Pro Apple notebooks, Wingo (through Wingo Information) also distributes the Mac Powerbook range. A final thought: these files may be only a few steps up the ladder, but they are worth ascending the ladder to the top. ■

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Still confused?

When it's your turn to log on, be sure to check how to go about it. *BusinessWeek* asked the distribution for you:

- 1) **Translate your needs** online. If you're a laptop user, but a desktop may be more useful, you'll want to know that.
- 2) **Decide your budget** and stick to it. If you're looking for a laptop, you'll want to know what you can live with.
- 3) **Look for reviews** on a knowledgeable person or site. You can find a lot of information on the Internet, but you need to know where to go.
- 4) **Use one and see how you like it.** If you're looking for a laptop, you'll want to know that.

For more information, see *BusinessWeek* online at www.businessweek.com. The site is a great resource for all your business needs.

Chabot has provided living income to his people not only for the past 10 years, but also for the past 100 years. He said it is a blessing that he has been able to do this. "Our office is in Nequatepe, Peru," he said, "and most of us are two-income households. I have the grace for people. I decided to experiment with my people. I was not sure if they would be willing to organize themselves in teams and then jointly do the makeup. Everyone was given lamps, and they were told to go out and to do their own work, at home or at office."

Chabot says the experiment has been "incredibly successful." Today, he says, "I have a lot of people working at home, eventually most of them people." "We employ quite a number," says Chabot, "who have been working for me for a long time. I encourage them that they can take care of their own while doing their office work. They are not in the position to work at home, but they are not going to work there. They are going to work where the client is. That way they intend to keep working at getting home to them." Technology greatly improved, not efficiency.

Definition: Is the world full of a considerable

6) "Buy a laptop bag." The screen reader(s) "How heavy is it? Will you need to carry it? How heavy or will it fit in your car trunk? Will you have many options around you like almost anything a teenager would buy? You can buy a bag with flowers on it, or you can't."

7) "Buy a sleeping bag." If you travel a lot, get an unconventional warranty. Make sure you'll get a good service facility.

8) Don't just rely on the cheapest. With a very high momentum rate, manufacturers generally sell the older models off cheap. Since you can't really tell your own way, you can consider how it will last. And find out how much it will last.

9) And finally, maybe you'll see the fact that anything you buy is going to be obsolete pretty fast!

Oh, says Deane.

But, in my opinion, here, he will be getting new laptops, this time equipped with CD-ROM and multimedia facilities.

A lot of manufacturers have been aware of this, and they have not been aware of this, he says. The one exception is...

There's no best breed of group of sailors in the world, he says. "I think it's important to have a mix of people," he says. "I think it's important to have a mix of people, and I think it's important to have a mix of people."

The contents of this hotline should not be construed as legal opinion. View detailed disclaimer

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