Chambers

GLOBAL PRACTICE GUIDES

Definitive global law guides offering comparative analysis from top-ranked lawyers

Cybersecurity

India Anoop Narayanan and Priyanka Gupta ANA Law Group



practiceguides.chambers.com

Law and Practice

Contributed by: Anoop Narayanan and Priyanka Gupta ANA Law Group see p.16

PARTA NOT

INDIA

Contents

1. Basi	ic National Regime	p.3
1.1	Laws	p.3
1.2	Regulators	p.3
1.3	Administration and Enforcement Process	p.5
1.4	Multilateral and Subnational Issues	p.5
1.5	Information Sharing Organisations	p.5
1.6	System Characteristics	p.6
1.7	Key Developments	p.6
1.8	Significant Pending Changes, Hot Topics and Issues	p.7
	Laws and Regulators at National and	
Sub	onational Levels	p.7
2.1	Key Laws	p.7
2.2	Regulators	p.9
2.3	Over-Arching Cybersecurity Agency	p.9
2.4	Data Protection Authorities or Privacy Regulate	orsp.9
2.5	Financial or Other Sectoral Regulators	p.9
2.6	Other Relevant Regulators and Agencies	p.9
3. Key	Frameworks	p.9
3.1	De Jure or De Facto Standards	p.9
3.2	Consensus or Commonly Applied Framework	p.9
3.3	Legal Requirements	p.10
3.4	Key Multinational Relationships	p.11
4. Key	Affirmative Security Requirements	p.11
4.1	Personal Data	p.11
4.2	Material Business Data and Material Non- public Information	p.11
4.3	Critical Infrastructure, Networks, Systems	p.11
4.4	Denial of Service Attacks	p.12
4.5	IoT, Supply Chain, Other Data or Systems	p.12

5.	Data	Breach Reporting and Notification	p.12
	5.1	Definition of Data Security Incident or Breach	p.12
	5.2	Data Elements Covered	p.12
	5.3	Systems Covered	p.12
	5.4	Security Requirements for Medical Devices	p.12
	5.5	Security Requirements for Industrial Control	
		Systems (and SCADA)	p.12
	5.6	Security Requirements for IoT	p.12
	5.7	Reporting Triggers	p.13
	5.8	"Risk of Harm" Thresholds or Standards	p.13
6.	Abili	ity to Monitor Networks for Cybersecurit	y p.13
	6.1	Cybersecurity Defensive Measures	p.13
	6.2	Intersection of Cybersecurity and Privacy or Data Protection	p.13
7	Cybe	erthreat Information Sharing Arrangeme	nte
<i>·</i> ·	p.14	a uncat information onlying Arrangeme	1105
	7.1	Required or Authorised Sharing of	
		Cybersecurity Information	p.14
	7.2	Voluntary Information Sharing Opportunities	p.14
8.	Sign	ificant Cybersecurity and Data Breach	
		ulatory Enforcement and Litigation	p.14
	8.1	Regulatory Enforcement or Litigation	p.14
	8.2	Significant Audits, Investigations or Penalties	p.14
	8.3	Applicable Legal Standards	p.14
	8.4	Significant Private Litigation	p.14
	8.5	Class Actions	p.15
9.	Due	Diligence	p.15
	9.1	Processes and Issues	p.15
	9.2	Public Disclosure	p.15
10). Otł	ner Cybersecurity Issues	p.15
	10.1		-
		Cybersecurity Regulation	p.15

Contributed by: Anoop Narayanan and Priyanka Gupta, ANA Law Group

1. Basic National Regime

1.1 Laws

The Constitution of India guarantees the right to privacy (which includes the right to data security) to all citizens as part of the right to life and personal liberty under Articles 19 and 21, and as part of the freedoms guaranteed by Part III of the Constitution. This was also upheld by the Supreme Court of India (SCI) in 2017 in its landmark judgment of Justice K S Puttaswamy (Retd) and Another v Union of India and Others (2017) 10 SCC 1 ("privacy judgment").

India does not currently have a comprehensive cybersecurity law. Cybersecurity, data breach notification and incident response are governed under the Information Technology Act, 2000 (ITA) and the ITA rules in India. The ITA defines "cybersecurity" as "protecting information, equipment, devices, computer, computer resource, communication device and information stored therein from unauthorised access, use, disclosure, disruption, modification or destruction".

Under the ITA, the Indian government has established the Indian Computer Emergency Response Team (CERT-In) as the national nodal agency for cybersecurity, to carry out the following functions:

- collection, analysis and dissemination of information on cyber-incidents;
- forecast and alerts of cybersecurity incidents;
- emergency measures for handling cybersecurity incidents;
- co-ordination of cyber-incidents response activities;
- issue guidelines, advisories, vulnerability notes and white papers relating to information security practices, procedures, prevention, response and reporting of cyberincidents;
- such other functions relating to cybersecurity as may be prescribed.

The Information Technology (The Indian Computer Emergency Response Team and Manner of Performing Functions and Duties) Rules, 2013 (CERT-In Rules) prescribe that the CERT-IN will be responsible for responding to cybersecurity incidents and will assist cyber-users in the country in implementing measures to reduce the risk of cybersecurity incidents. The CERT-IN also has powers to issue directions to service providers, intermediaries, data centres, body corporates, etc, for enhancing cybersecurity infrastructure in the country.

The CERT-In Rules mandate the CERT-IN to operate an incident response help desk on a 24-hour basis on all days including government and other public holidays to facilitate reporting of cyber-authority incidents.

Further it is mandatory for the service providers, intermediaries, data centres and body corporates which handle sensitive personal data (SPD) to report all cybersecurity incidents to CERT-In "as early as possible". CERT-In has also set up sectoral CERTs to implement cybersecurity measures at a sectoral level.

The details regarding the methods and formats for reporting cybersecurity accidents, vulnerability reporting and remediation, incident response procedures and dissemination of information on cybersecurity are published on CERT-IN's website and are updated from time to time.

For critical sectors, the government has set up the National Critical Information Infrastructure Protection Centre (NCIIPC) under the ITA, as the nodal agency, and has framed the NCIIPC Rules and guidelines to protect the nation's Critical Information Infrastructure (CII) from unauthorised access, modification, use, disclosure and disruption to ensure a safe, secure and resilient information infrastructure for critical sectors in the country.

The ITA prescribes that any service provider, intermediaries, data centres, body corporate or person who fails to provide the information called for by the CERT-IN or comply with the CERT-IN's direction, will be punishable with imprisonment for a term which may extend to one year or with a fine which may extend to INR100,000 or with both.

The ITA also prescribes deterrence in terms of compensations, penalties and punishments for offences such as damage to computer system, failure to protect data, computer-related offences, theft of computer resource or device, SPD leak, identity theft, cheating by personation, violation of privacy, cyberterrorism, online pornography (including child pornography), breach of confidentiality and privacy, breach of contract, etc.

1.2 Regulators

The ITA mandates the central government to appoint an adjudicating officer to conduct inquiries, and adjudicate matters (ie, contravention of any of the provisions of the ITA or of any rule, regulation, direction or order made thereunder including non-compliance of CERT-IN's direction), with claims for injury or damages valued up to INR5 crores. Claims that exceed this amount must be filed before the competent civil court. Where more than one adjudicating officer is appointed, the ITA mandates the central government to specify the matters and places of jurisdiction of each adjudicating officer.

The inquiry and investigation procedure for the adjudicating officer is provided under the Information Technology (Qualification and Experience of Adjudicating Officers and

Manner of Holding Enquiry) Rules, 2003. Any decision of the adjudicating officer can be appealed before the Telecom Disputes Settlement and Appellate Tribunal (TDSAT).

There are various sector-specific regulators engaged in supervising their relevant intermediaries on the progress of implementation and robustness of cybersecurity frameworks. They regularly conduct cybersecurity and system audits of the intermediaries, which are reported to the relevant regulators.

Sector-Specific Regulators

Banking sector

The Reserve Bank of India (RBI) governs both public and private sector banks. The RBI's guidelines prescribe that the RBI can request an inspection any time of any of the banks' cyberresilience. The RBI has set up a Cyber Security and Information Technology Examination (CSITE) Cell under the Department of Banking Supervision, to periodically assess the progress made by banks in the implementation of the cybersecurity framework (CSF), and other regulatory instructions and advisories through on-site examinations and off-site submissions. The RBI has an internal ombudsman scheme for commercial banks with more than ten branches as a redressal forum, and has proposed to set up an online portal to investigate and address cybersecurity concerns and complaints.

In March 2020, RBI also issued Guidelines on Regulation of Payment Aggregators and Payment Gateways directing the payment aggregators to put in place adequate information and data security infrastructure and systems for prevention and detection of frauds, and has specifically recommended implementation of data security standards and best practices like PCI-DSS, PA-DSS, latest encryption standards, transport channel security, etc. Payment aggregators must establish a mechanism for monitoring, handling and follow-up of cybersecurity incidents and breaches, and mandatorily report incidents to RBI and Cert-In.

In February 2021, RBI issued a statement proposing guidelines to regulate outsourcing in payment systems, primarily to optimise efficiency, lower the costs, and eliminate vulnerabilities and cybersecurity risks.

RBI regularly conducts audits and enquiries into the banks' security frameworks, and has imposed penalties on the banks for non-compliance of RBI's cybersecurity framework for banks. For instance, in the past couple of years, RBI has imposed mone-tary penalties on several banks, including of INR3 crore on SBM Bank (India) Ltd., INR1 crore on the Corporation Bank and INR1 crore on the Union Bank of India, for non-compliance of certain RBI directions including non-compliance of cybersecurity framework in banks.

Insurance sector

The Insurance Regulatory and Development Authority (IRDA) is the nodal agency for governance and regulation of the insurance sector in India. The IRDA conducts regular on-site and off-site inspections of insurers to ensure compliance with the legal and regulatory framework. The IRDA also has guidelines on Information and Cyber Security for Insurers (IRDA Cyber Security Policy) updated in December 2020, requiring Vulnerability Assessment and Penetration Testing annually and closing any identified gaps within a month. Some other relevant guidelines issued by IRDA are: IRDAI (Outsourcing of Activities by Indian Insurers) Regulations, 2017; IRDAI (Maintenance of Insurance Records) Regulations, 2015; and the IRDAI (Protection of Policyholders' Interests) Regulations, 2017, which contain a number of provisions and regulations on data security.

Telecom sector

The telecom operators in India are governed by regulations laid down by the following regulatory bodies:

- the Telecom Regulatory Authority of India (TRAI);
- the Department of Telecom (DoT);
- the TDSAT;
- the Group on Telecom and IT (GOTIT);
- the Wireless Planning Commission (WPC); and
- the Digital Communications Commission (DCC).

Further, the Unified Access Service Licence (UASL) extends information security to the telecom networks as well as to third-party operators. The regulator requires telecom operators to audit their network (internal/external) at least once a year.

In September 2020, TRAI has released its recommendations on cloud services in relation to creation of a regulatory framework for cloud services, and constituting an industry-led body of all cloud service providers (CSP).

Securities

The Securities Exchange Board of India (SEBI) has issued detailed guidelines to Market Infrastructure Institutions (MIIs) to set up their respective Cyber Security Operation Centre (C-SOC) and to oversee their operations through dedicated security analysts. The cyber-resilience framework also extends to stockbrokers and depository participants.

Health sector

The Indian Medical Council (Professional Conduct, Etiquette and Ethics) Regulations 2002 (IMCR) impose patient confidentiality obligations on medical practitioners. The Ministry of Health and Family Welfare had introduced a draft legislation in 2017, known as the Digital Information Security

Contributed by: Anoop Narayanan and Priyanka Gupta, ANA Law Group

in Healthcare Act (DISH Act), to regulate the generation, collection, storage, transmission, access and use of all digital health data. The DISH Act also provides for the establishment of a National Digital Health Authority as statutory body to enforce privacy and security measures for health data, and to regulate storage and exchange of health records.

The expert committee report and the Personal Data Protection Bill, 2019 (PDP Bill) prescribe central government to appoint a Data Protection Authority (DPA) to ensure compliance of the data protection laws, register data fiduciaries, conduct inquiries and adjudication of privacy complaints, issue codes of practice, monitor cross-border transfer of personal data, advise state authorities and promote awareness on data protection. In the case of significant data fiduciaries, the expert committee report and PDP Bill proposes appointment of a data protection officer (DPO) to address data principals' grievances.

In December 2020, the Ministry of Health and Family Welfare approved a Health Data Management Policy (HDM Policy) largely based on the PDP Bill to govern data in the National Digital Health Ecosystem. The HDM Policy recognises entities such as data fiduciaries and data processors similar to the PDP Bill, and establishes a consent-based data sharing framework.

1.3 Administration and Enforcement Process

The ITA provides for the appointment of an adjudicating officer to deal with claims of injury or damages not exceeding INR5 crore. MeitY has appointed the Secretary of the Department of Information Technology of each Indian state or union territory as the adjudicating officer under the ITA.

A written complaint can be made to the adjudicating officer based on the location of the computer system or the computer network, together with a fee based on the damages claimed as compensation. The adjudicating officer thereafter issues a notice to the parties notifying the date and time for further proceedings and, based on the parties' evidence, decides whether to pass orders if the respondent pleads guilty or to carry out an investigation. If the officer is convinced that the scope of the case extends to the offence instead of contravention, and entails punishment greater than a mere financial penalty, the officer will transfer the case to the magistrate having jurisdiction.

The first appeal from the adjudicating officer's decisions can be filed before the Telecom Disputes Settlement and Appellate Tribunal (TDSAT), and the subsequent appeal before the High Court.

The PDP Bill prescribes filing the complaint before the data protection officer, which can be appealed before the adjudicating officer of the DPA, who will have the authority to impose penalties on the data fiduciary. The maximum penalty for violation of the PDP Bill's provisions is INR15 crores or 4% of the data fiduciary's total global turnover in the preceding financial year, whichever is higher. PDP also prescribes imprisonment of up to three years and/or a penalty up to INR200,000 against any persons who knowingly or intentionally and without the consent of data fiduciary re-identifies personal data which has been de-identified by a data fiduciary/data processor, or re-identifies and processes such personal data. The aforesaid offences under PDP are cognisable (ie, the police have the power to arrest the offender without a court warrant) and non-bailable.

The PDP Bill proposes the central government to establish an appellate tribunal to adjudicate on appeals from the orders of the DPA, and the SCI as the final appellate authority for all purposes under the PDP Bill.

1.4 Multilateral and Subnational Issues

India does not have state-specific cybersecurity laws or regulations. However, several state governments have taken initiatives to promote cybersecurity. For example, the Maharashtra state government has launched the Cyber Safe Initiative in 2020 to spread awareness regarding laws on cybercrime, bank frauds, child pornography, online gaming, cyberdefamation, false information sites, etc. Further, the Karnataka government had established a Centre of Excellence in Cyber Security to build awareness and facilitate innovation, standardisation and best practices for cybersecurity.

1.5 Information Sharing Organisations

The following non-governmental authorities assist the Indian government in cybersecurity measures:

- the Data Security Council of India (DSCI) a not-for-profit industry body under the National Association of Software and Services Companies (NASSCOM) that engages with governments and their agencies, regulators, industry sectors, industry associations and think tanks for policy advocacy, thought leadership, capacity-building and outreach activities;
- National Cyber Safety and Security Standards (NCSSS) a self-governing body to protect the CII from cyber-related issues;
- the Internet and Mobile Association of India (IAMAI) a not-for-profit industry body that addresses the issues, concerns and challenges of the internet and mobile economy;
- the Cellular Operators Association of India (COAI) an industry association of mobile service providers, telecom equipment, internet and broadband service-providers in India, which interacts directly with ministries, policy-

makers, regulators, financial institutions and technical bodies;

- the Internet Service Providers Association of India (ISPAI) the recognised apex body of Indian ISPs worldwide; and
- the Computer Society of India (CSI) a non-governmental organisation of professionals, including software developers, scientists, academic, project managers, etc, which contributes to the government's formulation of information technology strategy and planning.

Recently, in July 2020, a formal Memorandum of Understanding (MoU) has been signed between the Central Board of Direct Taxes (CBDT) and SEBI for data exchange between the two organisations, on an automatic and regular basis. SEBI and CBDT will also exchange any information available in their respective databases, for the purpose of carrying out their functions under various laws.

1.6 System Characteristics

Similar to world CERTs, Cert-In is the national nodal agency for responding to computer security incidents as and when they occur. CERT-In operates on similar principles as other CERTs, such as:

- collection, analysis and dissemination of information on cyber-incidents;
- forecast and alerts of cybersecurity incidents;
- emergency measures for handling cybersecurity incidents;
- · co-ordination of cyber-incident response activities;
- issue of guidelines, advisories, vulnerability notes and
- white papers relating to information security practices, procedures, prevention, response and reporting of cyberincidents.

Further, the Indian cybersecurity laws follows the UK cybersecurity model. For example, the primary institutional authorities for critical information infrastructure (CII) in both jurisdictions are similar, such as the CIIPC in India and the National Cyber Security Centre in the UK. India and UK also have similar emergency response authorities, such as CERT-In and CERT-UK.

Additionally, the UK has a central authority, the National Cyber Security Centre, that co-ordinates between the UK government and its various industry stakeholders in cybersecurity matters. The MeitY is in the process of establishing a similar authority in India, known as the National Cyber Coordination Centre (NCCC), which will be implemented by CERT-In.

However, there are certain fundamental dissimilarities in the cybersecurity regimes of India and the UK. For instance, the UK does not have a comprehensive legal framework in respect of information technology and cybersecurity, whereas India has a comprehensive legislation to govern information technology and cybersecurity (the ITA). Also, in the absence of an all-inclusive cybersecurity framework, the various executive authorities in the UK function under separate laws (the Security Services Act, 1989, or the Civil Contingencies Act, 2004). Conversely, the central authorities for cybersecurity in India are established and operationalised under the ITA, and the various rules thereunder.

1.7 Key Developments

The Indian government has banned more than 200 mobile applications within the country in the past months, based on the comprehensive reports received from Indian Cyber Crime Coordination Centre, citing the reason that the apps involved the unauthorised export and use of users' data and was detrimental to the country's sovereignty, integrity and national security.

MeitY has constituted the NPD Committee that released its report on the Non-Personal Data Governance Framework for public comments. The report specifies that only anonymous data will fall under the non-personal data framework. Further, the report includes the types of non-personal data that may be collected, public and private rights in such data, and a detailed data sharing mechanism that exempts transfers between private entities. The report also envisages creation of a separate independent regulator.

In December 2020, the RBI released a statement proposing to issue the Digital Payment Security Controls Directions 2020, which will require regulated entities to set up a robust governance structure for digital payment systems as well as implement minimum security controls for internet, mobile banking and card payments.

In November 2020, the Ministry of Civil Aviation released a draft National Unmanned Aircraft System Traffic Management Policy recommending robust data privacy and data security mechanisms relating to data collected by unmanned drones for both commercial and non-commercial purposes. The final version of the draft rules is expected to be released within this year.

The Ministry of Road Transport and Highways published the Motor Vehicle Aggregator Guidelines 2020 (MV Guidelines) in November 2020 to regulate transport aggregators, regulation of fares, compliances by vehicles, apps and websites, ride-sharing, safety measures and ride cancellations. The MV Guidelines provide that the data generated on an aggregator's app or website must be stored in India for a minimum of three months and maximum of 24 months from the date of generation. This

Contributed by: Anoop Narayanan and Priyanka Gupta, ANA Law Group

data must also be made available to the state governments. It also prescribes that the aggregator must not disclose customer data without their written consent. The MV Guidelines, however, do not clarify the scope of data collected, the storage requirements, or any exemptions to data localisation. As both the central government and state governments have legislative powers over motor vehicles, it may be interesting to note how individual state governments implement these guidelines in their respective jurisdictions.

In September 2020, the RBI released their cybersecurity plan for urban co-operative banks for 2020–23, aiming at enhancing the cybersecurity of the urban co-operative banking sector against evolving IT and cyberthreats.

In September 2020, the TRAI has released its recommendations on cloud services in relation to creation of a regulatory framework for cloud services, and constituting an industry-led body of all cloud service providers (CSP).

In June 2020, the DSCI issued guidance entitled Targeted Phishing Campaign by Malicious Actors. The guidance envisaged increase in large-scale phishing attack against Indian organisations, targeting small, medium, and large enterprises. It also provided information on mitigation measures, and asserted the importance of using an updated antivirus and strong passwords to mitigate the risks of phishing attacks.

In June 2020, RBI published its Oversight Framework for Financial Market Infrastructures (FMIs) and Retail Payment Systems (RPSs) to enable better regulatory compliance by payment system operators, providing information on auditing, security, fraud prevention, and risk management for covered entities, and highlighting security measures to be implemented by covered payment entities.

In February 2021, RBI has issued a statement proposing guidelines to regulate outsourcing in payment systems, primarily to optimise efficiency, lower the costs, and eliminate vulnerabilities and cybersecurity risks.

1.8 Significant Pending Changes, Hot Topics and Issues

The Indian government is working towards updating its National Cybersecurity strategy in order to improve its position in cyberspace. The updated National Cybersecurity Policy may be issued within this year.

Supreme Court has issued notices to RBI, Google LLC, Amazon. com, Inc., WhatsApp Inc., and Facebook, Inc. in a petition requiring the tech companies to ensure data security and implement data localisation measures before using the Unified Payments Interface (UPI) over data security concerns. It will be interesting to note the apex court's view on the applicability of RBI's data localisation requirements on these tech companies and the data security mandates imposed on the entities.

India witnessed a tremendous increase in cybercrime and data breach incidents in 2020. Reportedly, there were more than 900,000 spam messages, 700 malware attacks, and 48,000 malicious domains within the first four months of 2020, all related to COVID-19. One of the world's largest IT services providers, Cognizant, also became a victim of Maze ransomware that caused disruption to its clients. The surge in e-commerce and digital payments in 2021 will be consistent across the country. This exponential rise may deepen concerns about potential cybersecurity risks for consumers and businesses, as well as new kinds of data security breaches. Additionally, with remote working becoming the norm, such risks may continue until combined efforts are taken by the stakeholders, users and the government.

The government has been working on a draft e-commerce policy and proposes to set up an e-commerce regulator with broad powers over e-commerce entities and platforms. The draft policy contains proposals on sharing source codes, algorithms and other data with the government, use of non-personal data of consumers, anti-piracy, cross-border data transfers, etc. This is an important development and it will be interesting to monitor the final policy in view of the provisions under the pending PDP Bill, and, thereafter, the policy's feasibility and enforceability.

The HDM Policy will have a significant impact on the medical and pharmaceutical industry once implemented, as healthcare institutions will have increased compliance obligations. However, as the HDM Policy has significant overlaps with the PDP Bill, it may cause a conflict and one will have to see which would prevail.

2. Key Laws and Regulators at National and Subnational Levels

2.1 Key Laws

The ITA and the IT rules are applicable for the protection of data, computer systems, and infrastructures in India.

The ITA protects data which is defined as "a representation of information, knowledge, facts, concepts or instructions which are being prepared or have been prepared in a formalised manner, and is intended to be processed, is being processed or has been processed in a computer system or computer network, and may be in any form (including computer print-outs,

magnetic or optical storage media, punched cards, punched tapes) or stored internally in the memory of the computer".

ITA protects data and computer systems, including computers, computer resources and computer networks from unauthorised access, downloads, and extraction of data, database and information, computer contaminant or virus, damage, disruption, denial of access by authorised persons, theft, concealment, destruction and alteration of computer source code, etc. The ITA also provides compensations, penalties and punishments in respect of offences related to the aforesaid activities.

The DP Rules prescribes protection of personal information and SPD. The DP Rules define personal information as "any information that relates to a natural person, which, either directly or indirectly, in combination with other information available or likely to be available with a body corporate, is capable of identifying such person". Further, the DP Rules recognise the following as SPD:

- password;
- financial information, such as bank account, credit card or debit card, or other payment instrument details;
- physical, physiological and mental health condition;
- sexual orientation;
- medical records and history;
- biometric information;
- any detail relating to the above as provided to body corporate for providing service; and
- any of the information received from a body corporate in respect of the above, for processing, stored or processed under lawful contract or otherwise.

The CERT-In Rules require mandatory reporting of all cybersecurity incidents to the CERT-In at the earliest and in a prescribed format. The CERT-In is the central authority for reporting cyber-incidents, which analyses trends and patterns in intruder activities, determines the scope, priority and threat of a cyber-incident and develops preventive strategies against cybersecurity incidents.

The ITA, the NCIIPC Rules and guidelines prescribe protection of India's CII from unauthorised access, modification, use, disclosure and disruption, and ensure a safe, secure and resilient information infrastructure for critical sectors. The NCIIPC as the nodal agency under the NCIIPC Rules, essentially protects and delivers advices aimed at reducing vulnerabilities of CII against cyberterrorism, cyberwarfare and other threats.

The National Cyber Security Policy, 2013 aims to create a cybersecurity framework, which leads to specific actions

and programmes to enhance the security posture of India's cyberspace. The Cyber Security Policy prescribes various objectives, which include:

- to create a secure cyber-ecosystem in the country, generate adequate trust and confidence in IT systems and transactions in cyberspace and thereby enhance adoption of IT in all sectors of the economy;
- to create an assurance framework for design of security policies and for promotion and enabling actions for compliance to global security standards and best practices by way of conformity assessment (product, process, technology and people);
- to strengthen the regulatory framework for ensuring a secure cyberspace ecosystem;
- to enhance and create national and sectoral level 24x7 mechanisms for obtaining strategic information regarding threats to ICT infrastructure, creating scenarios for response, resolution and crisis management through effective predictive, preventive, protective, response and recovery actions;
- to enhance the protection and resilience of the CII by operating NCIIPC, and mandating security practices related to the design, acquisition, development, use and operation of information resources;
- to enable protection of information while in process, handling, storage and transit so as to safeguard privacy of citizens' data and for reducing economic losses due to cybercrime or data theft;
- to enable effective prevention, investigation and prosecution of cybercrime and enhancement of law enforcement capabilities through appropriate legislative intervention.

The government is working towards updating its National Cybersecurity Strategy in order to improve its position in cyberspace.

The Payment and Settlement Systems Act, 2007, mandates all information received by the RBI from payment system and system provider to be confidential, subject to certain safeguarding interests, such as protection of: the integrity, effectiveness and security of the payment system; the interest of banking or monetary policy; the operation of the payment systems generally, or in the public interest.

The Companies (Management and Administration) Rules, 2014, mandate adequate cybersecurity in respect of an electronic voting system, which is used by members of a company to exercise their right to vote at general meetings.

2.2 Regulators

As India currently does not have a specific DPA, cybersecurity issues are adjudicated by an adjudicating officer appointed under the ITA, having the powers of a civil court.

2.3 Over-Arching Cybersecurity Agency

At present, there is no over-arching cybersecurity agency for India similar to ENISA.

2.4 Data Protection Authorities or Privacy Regulators

Currently, the Indian laws do not prescribe for data protection authorities. However, the PDP Bill prescribes establishment of a DPA for addressing issues related to data privacy and protection. Under the PDP Bill, a complaint can be filed before a data protection officer, which can be appealed before an adjudicating officer of the DPA. The DPA will have the authority to impose penalties on any data fiduciary, with a maximum penalty for violation of the PDP Bill's provisions as INR15 crores or 4% of the data fiduciary's total global turnover in the preceding financial year, whichever is higher.

2.5 Financial or Other Sectoral Regulators

The RBI is the nodal banking and financial sector regulator in India. The sub-CERT for the banking and finance sector is the Institute for Development and Research in Banking Technology (IDRBT), which is an autonomous centre for development and research in banking technology set up by the RBI. The IDRBT owns the Indian Financial Network (INFINET), which is the communication backbone for the banking and finance sector in India.

The RBI's Regulations, and Guidelines on Information Security, Electronic Banking, Technology Risk Management, and Cyber Frauds (the RBI Cyber Security Guidelines), provide detailed guidance on information technology governance for banks in India.

The RBI has also issued guidelines on CSF in banks, prescribing banking companies to have an adaptive incident response, management and recovery framework to deal with adverse incidents and disruptions.

The Finance Minister has proposed to establish a CERT-FIN, which will act as an umbrella CERT for the finance sector. The RBI will be the lead regulator, until such CERT-FIN is set up.

SEBI has also issued guidelines on Cyber Security and Cyber Resilience for Stock Exchanges, Clearing Corporation and Depositories. Further, the IRDA has issued guidelines on Information and Cyber Security for Insurers, for cybersecurity protection of information in relation to the policyholders. In August 2020, NITI Aayog (the government's policy thinktank) released a draft framework on Data Empowerment and Protection Architecture (DEPA) in consultation with industry regulators, banks and fintech entities, to set up a mechanism for secure consent-based data sharing in the fintech sector. This would empower individuals with control over their personal data. Individuals will be able to share their financial data across banks, insurers, lenders, mutual fund houses, investors, tax collectors, and pension funds in a secure manner. DEPA is also proposed to be introduced for other sectors, such as health and telecom sectors.

2.6 Other Relevant Regulators and Agencies

There are CERTs established under the Ministry of Power to mitigate cybersecurity threats in power systems, and four sub-CERTs for transmission, thermal, hydro and distribution to co-ordinate with power utilities.

The Information Technology (Intermediaries Guidelines) Rules, 2011, under the ITA, impose an obligation on any intermediary to report cyber-incidents to the CERT-In.

3. Key Frameworks

3.1 De Jure or De Facto Standards

The Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 (the DP Rules) prescribe reasonable security practices that should be supplemented by documented information security programmes and policies. One such security standard prescribed is the International Standard on Information Technology Security Techniques and Information Security Management System Requirements, such as the ISO 27001, and the use of codes of best practices created by self-regulatory bodies. RBI has prescribed baseline cybersecurity and resilience requirements for banks, in sync with global security standards.

3.2 Consensus or Commonly Applied Framework

There is no consensus or commonly applied framework for reasonable security, and the regulators have recommended a sector-wise framework based on various factors, including riskbased elements.

CERT-In operates on the aspects of "identifying" the cybersecurity risks and the incidents, "containment" of the cyber-breach incident and minimising damage, "eradication" of cause of incident and "recovery" to restore normal operations.

Under the ITA, the reasonable security practices and procedures include the security practices that are designed to protect any information from unauthorised access, damage, use, modifi-

cation, disclosure or impairment, and are specified in a contractual agreement, or any law or as prescribed by the central government.

The DP Rules prescribe the following criteria to comply with the "reasonable security" practices and procedures:

- the entities must implement the security practices and standards; and
- there must be a comprehensive documented information security programme and policies, containing managerial, technical, operational and physical security control measures, that are commensurate with the information assets being protected with the nature of business.

3.3 Legal Requirements

Written Information Security Plans or Programmes

The DP Rules prescribe the body corporates to have a comprehensive documented information security programme and security policies containing managerial, technical, operational and physical security measures.

Incident Response Plans

There is no statutory requirement under the cybersecurity laws to maintain an incident response plan. The Protected System Rules prescribe the central and state governments to implement a cyber crisis management plan for rapid identification, information exchange, swift response, and remedial actions to recover from malicious cyber-related incidents in the critical sectors.

The RBI requires banks to have a written incident response programme and cybersecurity policy to handle cyberthreats, and a cyber crisis management plan addressing detection, response, recovery and containment. The RBI requires mandatory reporting of cyberbreach incidents within two to six hours of the incident.

The IRDA requires the insurers to have an incident response plan.

Appointment of Chief Information Security Officer or Equivalent

The NCIIPC guidelines recommend that all CIIs have an information security department headed by a CISO.

The RBI's Cyber Security Guidelines mandate the appointment of a chief information security officer (CISO), along with a security steering committee in public/private sector banks, who must report any incident directly to the bank's head of risk management. The IRDA also requires the appointment of a CISO for implementing a cybersecurity framework.

The DP Rules provide for the appointment of a grievance officer to redress the information provider's grievances.

Involvement of Board of Directors or Equivalent

The RBI and IRDA guidelines require involvement of the board of directors to approve cybersecurity policies and cyber crisis management plans, and take overall responsibility for information security governance framework.

Conducting Internal Risk Assessments, Vulnerability Scanning, Penetration Tests, etc

The DP Rules do not prescribe conducting internal risk assessments, vulnerability scanning, penetration tests, etc. The RBI mandates banks to have periodical vulnerability assessment and penetration testing exercises for all critical systems. The IRDA also has cybersecurity policy which recognises the need for testing programmes, vulnerability assessments and penetration tests.

Multi-factor Authentication, Anti-phishing Measures, Ransomware, Threat Intelligence

The RBI has issued guidelines for banks to implement twofactor/multi-factor authentication to protect the customer account data and transaction details' confidentiality, and in order to combat cyber-attacks by phishing, keylogging (ie, keyboard capturing or the action of recording the keys struck on a keyboard), spyware/malware, etc, that are targeted at banks and their customers.

Besides this, organisations such as DSCI issue periodic advisories on data breaches, recommendations to avoid data breaches, and strengthening the security measures. For instance, in June 2020, DSCI issued guidance on Targeted Phishing Campaign by Malicious Actors, anticipating large-scale phishing attack against Indian organisations, targeting small, medium, and large enterprises. DSCI also provided information on mitigation measures.

Insider Threat Programmes

There is no insider threat programme or standards under the current Indian cybersecurity framework.

Vendor and Service Provider Due Diligence, Oversight and Monitoring

The DP Rules do not have any provisions for vendor/service provider due diligence or monitoring. The IRDA, TRAI and RBI respective sectoral guidelines on outsourcing and cloud services provide guidance for companies and banks to carry

out due diligence, audits and regular monitoring on vendors and service providers.

Use of Cloud, Outsourcing, Offshoring

The MeitY guidelines for government use of cloud services prescribe that the service providers must store the data within India. If the data is located in one or more discreet sites in foreign countries, the conditions for data location have to be mentioned in an agreement with the service providers.

The telecom regulations prohibit telecom companies from transferring customer account information outside India.

RBI proposes to issue guidelines to operators and participants to ensure that a code of conduct is adhered to in the outsourcing process.

TRAI has recommended creation of a regulatory framework for cloud services, including establishing the first industry-led body of all cloud service providers.

Training

The DP Rules do not prescribe any training requirements. The CERT-In prescribes stakeholders and other entities to conduct training on technical know-hows. The RBI and IRDA also prescribe regular training and security awareness to human resources on cybersecurity policies and programmes.

3.4 Key Multinational Relationships

India–US cyber-relationship (signed on 30 August 2016, valid for five years): India and the US have signed a memorandum of understanding (MoU) to co-operate on cybersecurity mechanisms and information sharing.

India–Israel on cybersecurity (signed 15 January 2018): India and Israel have signed an MoU to develop, promote and expand co-operation in the field of human resources development (HRD) through platforms such as training programmes and skills development.

India–UK on cybersecurity (signed 20 May 2016): the CERT-In and CERT-UK have signed an MoU to promote co-operation for exchange of knowledge and experience in detection, resolution and prevention of security-related incidents.

India–Brazil on cybersecurity (signed 25 January 2020): India has signed 15 MoUs with Brazil on 25 January 2020 in respect of various issues, including co-operation in cybersecurity, and addressing information and communication technologiesrelated issues. Recently, in January 2021, Japan's Ministry of Internal Affairs and Communications has signed an MoU with the Ministry of Communications of India regarding information and communications, and more particularly agreed to co-operate in areas including cybersecurity.

India has also signed MoUs with Australia, Bangladesh, Indonesia, Kenya, Portugal, Serbia, the UAE, Vietnam, France, Malaysia, Mauritius, Morocco, Qatar and Singapore on cybersecurity co-operation.

Further, India has signed mutual legal assistance treaties (MLAT) with nearly 35 countries for cross-border co-operation in respect of access to data in different countries.

4. Key Affirmative Security Requirements

4.1 Personal Data

The DP Rules requires all body corporates to implement reasonable security practices and standards, as well as to document their security programmes and policies.

Similarly, the RBI requires banks to classify data based on business complexity and risk levels, and the sensitivity criteria of a bank. The IRDA cybersecurity policy also provides that systems must be classified under different categories based on their criticality and severity.

4.2 Material Business Data and Material Nonpublic Information

There is no specific security requirement provision in respect of material business data and material non-public information.

4.3 Critical Infrastructure, Networks, Systems

The National Critical Information Infrastructure Protection Centre (NCIIPC) is the nodal agency for protection of the Critical Information Infrastructure (CII), networks and systems in the country. The NCIIPC guidelines recommend that cybersecurity breach incidents must be reported to the NCIIPC. The NCIIPC regularly advises on reducing vulnerabilities of the CII, and against cyberterrorism, cyberwarfare and other threats.

The NCIIPC guidelines prescribe development of audit and certification agencies for protection of the CII. The NCIIPC also exchanges cyber-incidents and other information relating to attacks and vulnerabilities with CERT-In and concerned organisations in cybersecurity in India.

4.4 Denial of Service Attacks

There are no specific provisions relating to security requirements to prevent denial of service (DoS) attacks, under the ITA or the DP Rules. The NCIIPC guidelines and the sectoral cybersecurity guidelines prescribe preventive and corrective measures to address DoS attacks and similar attacks on systems. Further, the NCIIPC regularly advices on vulnerabilities based on latest DoS attack incidents, which can be accessed on its website: https:// nciipc.gov.in.

4.5 IoT, Supply Chain, Other Data or Systems

There are no specific security provisions for other data or systems under the current cybersecurity regime.

5. Data Breach Reporting and Notification

5.1 Definition of Data Security Incident or Breach

The CERT-In Rules define a cyber-incident as "any real or suspected adverse event that is likely to cause or causes an offence or contravention, harm to critical functions and services across the public and private sectors by impairing the confidentiality integrity, or availability, of electronic information, systems, services or networks resulting in unauthorised access, denial of service or disruption, unauthorised use of a computer resource, changes to data or information without authorisation; or threatens public safety, undermines public confidence, have a negative impact on the national economy, or diminishes the security posture of the nation".

The CERT-In Rules also define cybersecurity incident as "any real or suspected adverse event in relation to cybersecurity that violates an explicitly or implicitly applicable security policy resulting in unauthorised access, denial of service or disruption, unauthorised use of a computer resource for processing or storage of information or changes to data, and information without authorisation".

A cybersecurity breach is also defined under the CERT-In Rules as "unauthorised acquisition or unauthorised use by a person as well as an entity of data or information that compromises the confidentiality, integrity or availability of information maintained in a computer resource".

Cybersecurity incidents prescribed under the CERT-In Rules must be mandatorily reported, including:

- targeted scanning/probing of critical networks/system;
- compromise of critical systems/information;
- unauthorised access of IT systems/data;

- defacement of a website or intrusion into a website and unauthorised changes such as inserting malicious code, links to external websites, etc;
- malicious code attacks such as the spreading of viruses/ worms/Trojans/botnets/spyware;
- attacks on servers such as databases, mail and DNS and network devices such as routers;
- identity theft, spoofing and phishing attacks;
- denial of service (DoS) and distributed denial of service (DDoS) attacks;
- attacks on critical infrastructure, SCADA systems and wireless networks; and
- attacks on application such as e-governance, e-commerce, etc.

5.2 Data Elements Covered

The data to be provided while incident reporting includes the sector details, location of the system, date and time of the occurrence, criticality, affected system/network, symptoms observed, and the relevant technical information such as type of incident, number of hosts affected, security systems deployed, actions to mitigate the damage, etc.

The PDP Bill also defines personal data breaches and mandates data fiduciaries to report any personal data breach that may cause harm to the data principal to the DPA.

5.3 Systems Covered

The ITA covers computer systems, and networks, resources, data and database.

5.4 Security Requirements for Medical Devices

Currently, there are no specific cybersecurity guidelines for medical devices, and the DP Rules and the NCIIPC guidelines apply. These include classifying data based on criticality, preparing a documented cybersecurity programme, appointing a CISO, etc.

5.5 Security Requirements for Industrial Control Systems (and SCADA)

There is no specific cybersecurity framework and the security requirements under the DP Rules and CERT-In Rules are applicable to industrial control systems.

5.6 Security Requirements for IoT

There is no specific statutory provision that applies to security requirements for the internet of things (IoT). The data privacy principles under the DP Rules are applicable. However, MeitY's draft IoT Policy, 2015 (yet to be approved), proposes to appoint a nodal organisation for formalising privacy and security standards, and create a national expert committee for developing and adopting IoT standards in the country.

Contributed by: Anoop Narayanan and Priyanka Gupta, ANA Law Group

5.7 Reporting Triggers

Incidents specified under the CERT-In Rules must be mandatorily reported to CERT-In. Data breaches in certain specific sectors such as finance, insurance and securities must be reported to the respective regulators. Cybersecurity incidents must be reported to the CISO.

There is no statutory requirement to report a cybersecurity incident to other companies or organisations. Contractually, a body corporate may require the vendor or service provider to promptly report any incident to the company.

5.8 "Risk of Harm" Thresholds or Standards

There are no "risk of harm" thresholds or standards under the current privacy regime. The PDP Bill prohibits processing of such information that could cause harm or significant harm to the data principals.

6. Ability to Monitor Networks for Cybersecurity

6.1 Cybersecurity Defensive Measures

The relevant laws in India that govern network monitoring and cybersecurity defensive measures are:

- the ITA;
- the IT (Procedure and Safeguards for Interception, Monitoring and Decryption of Information) Rules, 2009 (the Interception Rules);
- the DP Rules;
- the CERT-In Rules;
- the NCIIPC Rules; and
- the Sectoral Cyber Security Framework Policies.

The ITA provides a legal framework to address hacking and security breaches of IT infrastructure and prescribes penalties for negligently handling SPD. Furthermore, to the extent that the data intercepted and monitored by a body corporate includes the SPD of its customers or employees, the body corporate must comply with the DP Rules.

The Interception Rules prescribe that no person shall carry out any interception, monitoring or decryption of any information generated, transmitted, received or stored in any computer resource, unless authorised by India's central or state governments. There is a lack of clarity on whether a company's interception and monitoring of its internal servers will conflict with the above restriction. In addition, India does not have any specific laws relating to employee monitoring and thus companies can monitor their networks and servers.

In the privacy judgment and the expert committee report, the courts have ruled that monitoring of employee communications and employee surveillance must be handled carefully, and recommends maintaining a balance between an employee's privacy and the employer's legitimate need to safeguard the company's interest, until the new privacy law is enforced.

The sectoral cybersecurity policies for banks, insurance companies, telecom companies and CII permit body corporates, including banks, to monitor the secure status of each system and network, mobile and home-working procedures, and critical systems. These may include third-party providers.

The UASL obliges telecom companies to monitor all intrusions, attacks and fraudulent activity on its technical facilities and report to the DoT.

6.2 Intersection of Cybersecurity and Privacy or Data Protection

The intersection of cybersecurity and privacy is an important point of discussion, more so due to increasing unauthorised data access through cyber-attacks, third-party data sharing and data compromises.

Existing privacy laws and cybersecurity laws include data breach notification requirements. However, these breach notification requirements function directly at the intersection of security and privacy.

Data protection requires protecting against unauthorised data access, regardless of how it occurs, while simultaneously securing sharing of data.

The DP Rules mandate compliance with reasonable security practices and procedures by documenting information security programme and information security policies, and adhering to security standards, such as ISO270001, or to governmentapproved codes of best practices.

Despite the statutory mandate, various cybersecurity breaches have led to the exposure of personal data and SPD (as discussed in **8.4 Significant Private Litigation**). In 2018, the personal data of more than 100 million users of the Indian business listing website, Justdial (www.justdial.com) was leaked and made publicly available from its old mobile application, which did not maintain adequate security on four application programme interfaces (APIs).

In 2019, WhatsApp was questioned by the government for not disclosing the cyber-attack by the Pegasus malware to Cert-In, which incident targeted many Indians' data. It is unclear whether the breach reporting by WhatsApp was adequate and prompt.

Further, it is unclear whether CERT-In had analysed WhatsApp's reporting, ascertained the inadequacy, and demanded additional information despite rating the vulnerability severity as "high" in its report.

A larger concern that remains is about people who are impacted with such cyber-attacks. In the absence of any statutory provision to notify the impacted persons and assess their loss, the reporting mechanism does not provide any direct benefits or remedies to the impacted persons.

Hopefully, the PDP Bill containing stringent provisions will bring some respite to the situation.

7. Cyberthreat Information Sharing Arrangements

7.1 Required or Authorised Sharing of Cybersecurity Information

There is no statutory provision mandating the sharing of cybersecurity information with the government.

7.2 Voluntary Information Sharing Opportunities

Indian laws do not restrict or mandate any individual/body corporate to share voluntarily any information regarding cyberthreats with government agencies.

8. Significant Cybersecurity and Data Breach Regulatory Enforcement and Litigation

8.1 Regulatory Enforcement or Litigation Please refer to **8.4 Significant Private Litigation**.

8.2 Significant Audits, Investigations or Penalties Please refer to **1.2 Regulators**.

8.3 Applicable Legal Standards

There are no applicable legal standards. Instances of cybersecurity breach are adjudicated on a case-by-case basis.

8.4 Significant Private Litigation

There were no significant reported private litigations involving cybersecurity allegations or data security incidents/breaches in India in the past year.

In April 2020, in a landmark case involving collection and transfer of citizens' personal data for COVID-19 tracking purposes by the government of Kerala (a southern Indian state) to a US-based data analysis company, the Kerala High Court had restricted the government from sharing citizens' sensitive personal data, unless the data was anonymised. The court had also recognised the importance of the data subject's informed consent prior to collecting their personal data and the safeguards to ensure confidentiality of the data collected.

In November 2020, the Odisha High Court had observed the importance of the right to be forgotten of an individual and how it remains unaddressed in legislation. The case involved objectionable content posted online regarding a woman, and the court encouraged the victim to seek order for the protection of her fundamental right to privacy even in the absence of an explicit right to be forgotten.

India witnessed a tremendous increase in cybercrime and data-breach incidents in 2020. One of the world's largest IT services providers, Cognizant, also became a victim of Maze ransomware that caused disruption to its clients.

Recently, Juspay Technologies Pvt. Ltd. confirmed a data breach of approximately 35 million card transaction records, as a result of a cyber-attack on its cloud-based storage system in August 2020. The compromised data included masked credit and debit card information, as well as email addresses and phone numbers of its customers. However, Juspay also maintained that the breach only concerned non-sensitive data, and that information such as full card numbers, order information and passwords remained secure.

In July 2020, the popular microblogging platform, Twitter, came under cyber-attack through a phone spear-phishing attack. The attackers used the credentials of employees with access to tools, and targeted 130 Twitter accounts.

In April 2020, more than 500,000 Zoom accounts were breached and sold on the dark web.

Unacademy, one of the most popular online educational platforms in India, suffered a major security breach that led to the exposure of data of around 20 million of its subscribers in May 2020.

In October 2020, a popular online grocer in India, BigBasket, suffered a massive data breach that left data of 20 million users exposed.

In April 2020, the Japanese video gaming giant, Nintendo, confirmed 300,000 Nintendo Network ID accounts were compromised by using unauthorised log-ins.

Marriott International also faced a massive global data breach compromising the personal information of around 5.2 million guests.

8.5 Class Actions

Other than under the Companies Act, India does not have any laws enabling class action lawsuits. Under the Companies Act, shareholders or depositors can collectively approach the National Company Law Tribunal for redress where, for example, a company's affairs are not managed in its best interests.

9. Due Diligence

9.1 Processes and Issues

There is no prescribed procedure for conducting diligence in corporate transactions in relation to cybersecurity. The companies normally demand the target company's cybersecurity policy and framework, the annual audit reports on cybersecurity measures, and details of any past breaches and reporting in that regard.

9.2 Public Disclosure

There is no specific legal provision requiring mandatory disclosure of cybersecurity risk profile or experience.

10. Other Cybersecurity Issues

10.1 Further Considerations Regarding Cybersecurity Regulation

The surge in e-commerce and digital payments in 2021 will be consistent across the country. This exponential rise may deepen concerns about potential cybersecurity risks for consumers and businesses, as well as new kinds of data security breaches. Additionally, with remote working becoming the norm, such risks may continue until combined efforts are taken by the stakeholders, users, and the government.

India is set to enforce the PDP Bill. However, reportedly, the Joint Parliamentary Committee is proposing to expand the scope of the PDP Bill to "encompass overall data protection" and non-personal data. Further, the deliberations over the key issues of data localisation and government access to data shared on social media platforms, are ongoing, and the possibility of further amendments to the PDP Bill cannot be eliminated. Therefore, this may lead to some delays in finalising the new comprehensive law.

There is already higher awareness and focus on data privacy and cybersecurity. The government and other organisations have been working on developing policies and frameworks in respect of machine learning and artificial intelligence for cybersecurity solutions, anomaly detection and response, and on IoT infrastructure for automation and efficiency, specifically for the CII. Government and corporations will have to further secure the cloud-based model and the data stored in the cloud. Concepts such as blockchain to prevent data theft may also be in demand.

On the other hand, India is facing a shortage of cybersecurity skills in the workplace. Certain authorities such as CERT-In and RBI have been pro-actively conducting skill-development activities and encouraging greater awareness to deal with the increase in cyber-incidents.

LAW AND PRACTICE INDIA

Contributed by: Anoop Narayanan and Priyanka Gupta, ANA Law Group

ANA Law Group is a full-service law firm based in Mumbai, with a team of experienced professionals who have broad industry knowledge and specialisation across a wide spectrum of business areas. It has significant experience in counselling international clients on issues related to data protection and privacy in India, and regularly represents clients from industries such as banking and insurance, online gaming, finance, luxury goods, consumer goods, healthcare, payroll processing, pharmaceuticals, telecommunications and internet service providers, credit research and employee screening. The firm also assists international companies with global privacy law involving Indian projects, the drafting and negotiating of contracts with Indian counterparts, and the preparation of data protection and privacy policies for international companies operating in India and their Indian subsidiaries. More specifically, it advises clients on permitted data processing, consent requirements, data collection, retention and disclosure, regulatory requirement compliance, transfers of sensitive personal data within and outside India, on security breaches and drafting security breach policies, on international compliance projects, and on prosecutions and offences.

Authors



Anoop Narayanan is the founder of ANA Law Group and has been in practice for more than 27 years. He has vast advisory and transactional experience in all areas of Indian law as well as being a distinguished employment, technology and intellectual property law expert. As regards

employment law practice, Mr Narayanan focuses on a range of issues related to employment in information technology, manufacturing, retail, pharmaceuticals, etc. His clients include multinational corporations, law firms from around the world and Indian companies and individuals. He has regularly advised on the setting up of Indian employment platforms for overseas companies, compensation structure-related documentation, legal assistance on complex senior management terminations, strategies to handle sexual harassment complaints in India, structuring industry-specific and substantially enforceable non-compete and nonsolicitation obligations, ownership of employee-developed intellectual property and data privacy. Mr Narayanan is a member of the International Bar Association (IBA), as well as the American Bar Association (ABA), and has spoken on Indian employment law issues at various international conferences organised by the IBA. Mr Narayanan consistently speaks at a number of Indian and international forums on his areas of practice and has also published many articles in leading national daily newspapers touching upon several areas of Indian law.



Priyanka Gupta is a senior attorney at ANA Law Group who has been in practice for more than 13 years. She is qualified from a premier law school and has strong domain knowledge. She regularly advises on international TMT transactions and regulatory aspects of the Indian telecoms

sector. Ms Gupta also advises multinational banks, financial institutions, technology businesses and other companies on data protection and privacy law issues. She has extensive experience in handling advisory, transactional and litigation projects in all areas of TMT and IP practice.

Contributed by: Anoop Narayanan and Priyanka Gupta, ANA Law Group

ANA Law Group

303 Madhava Premises Bandra Kurla Complex Bandra East Mumbai - 400 051

Tel: +91 22 6112 8484 Fax: +91 22 6112 8485 Email: mailbox@anaassociates.com Web: www.anaassociates.com

