

LABOUR & EMPLOYMENT

Structuring Human Relations



Our Labour & Employment Group focuses on assisting and advising clients in adopting business strategies, which would avoid any waste of the management resources as well as promote the business objectives. We guide our clients on all aspects of labour management issues, ranging from assisting our clients in amicably settling labour matters and avoiding union disputes to representing our clients in the courts and Labour Tribunals. We believe in keeping our clients well informed as to the various new developments in law, as well as assist them in formulating strategies and drafting policies and procedures which would enable them to anticipate problems. Last but not the least we take pride in offering highly pragmatic, time and cost effective solutions to our clients.

Service Offerings:

- Advice on Trade Unions and Employment related litigation, Disciplinary proceedings, Employees Rights and related benefits, Constitutional Rights , Employment and service contracts, Labour disputes and Industrial actions, Health and safety legislation, Collective bargaining, Employment issues , Industrial actions, Provident fund, Statutory benefits and Trade disputes.
- Advising companies on an on-going basis on the legal issues arising out of labour and employment, that companies face in their day-to-day operations.
- Advised on Indian law issues relating to fixed term employment contracts. Assisted clients in connection with employment contracts of senior managerial personnel and junior level employees.
- Drafted original suits and petitions, interlocutory applications, criminal complaints, notices, etc., researched case law, briefed senior counsels and appeared before the Delhi High Court, Supreme Court as well as lower courts, consumer tribunals, etc. Represented clients at various fora in connection with consumer complaints and complaints relating to monopolistic and restrictive trade practices.
- Extensively advised clients on various issues relating to retrenchment of employees in accordance with the provisions of the Industrial Disputes Act, 1947 including advice on payments due to such employees under the Provident Fund Act, Gratuity Act, etc.
- Undertaking periodic labour law audits, review of employment agreements as well as other documentation such as company policy and advisory on corrective measures to be undertaken.

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