



DIVYANSHI MEHRA

ASSOCIATE

King Stubb & Kasiva, Advocates & Attorney, B 1, RNM Tower, 5th Floor Metro pillar no 331, i4, NH19, Mohan Cooperative Industrial Estate, New Delhi, Delhi 110044

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Professional Summary:

Divyanshi specializes in labor and employment law, providing end-to-end legal support and strategic advisory services to organizations across diverse sectors in India. Her practice covers the interpretation and application of key labour statutes, workforce structuring involving employees, contract staff, and consultants, as well as employee transfers and secondments. She advises on matters relating to provident fund, ESI, trade union negotiations, workplace discipline, and restrictive covenants such as non-compete and non-solicitation clauses.

In addition to her advisory work, Divyanshi has extensive experience in drafting and reviewing employment contracts, HR policies, codes of conduct, grievance redressal and anti-harassment frameworks, termination and exit processes, and settlement agreements. She assists clients in conducting compliance and legal audits. She actively handles litigation matters before labour courts and tribunals, representing clients in disputes arising out of employment termination, wage claims, industrial disputes, and compliance issues. Her approach combines practical business insight with a strong command of legal frameworks to deliver effective, compliant, and sustainable solutions for employers.

Areas of Practice:

Labour & Employment
Litigation
Regulatory Compliance
General Corporate
Environmental Law

Education:

B.Com LL.B. (Hons.) -
University of Petroleum
and Energy Studies,
Dehradun.

Affiliations:

Bar Council of Delhi

Representative Clients :

Delhivery Limited, Zomato Limited, Dr. Lal PathLabs Limited, Reynolds Pens India Pvt. Ltd., Zydus Wellness Product Limited, Guala Closures, Country Delight, Jio Financial Services Limited, Willis Tower Watson, BookMyShow Live Private Limited, Check Point Software Technologies India Private Limited, India GCI Resitop Private Limited, Toonz Animation India Private Limited, etc.

Relevant Recent Experience:

- Reviewed Policy Documents and advised on leaves, encashment.
- Preparing Checklist for different industries regarding closure formalities, legal audit, and due diligence.
- Drafted response to complex legal issues relating to Labor and Employment laws.
- Advising on compliances relating to hiring, provident fund, state insurance, compensation.
- Drafted a detailed legal note on the Employees' Pension Scheme, 1995 (EPS-95) for a Public Sector Undertaking.
- Prepared legal note on lay-off examining the legal framework under the Industrial Disputes Act, 1947.
- Drafted Written Statements, Interim Applications, and related pleadings in employment and industrial disputes before Labor Court.
- Drafted show-cause notices and disciplinary communications in employee misconduct cases, ensuring procedural compliance and adherence to principles of natural justice.