



Rohitaashv Sinha

PARTNER

King Stubb & Kasiva, Advocates & Attorneys
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Professional Summary:

Rohitaashv specializes in labour and employment law, providing expert advice to both domestic and international clients on issues arising from their operations in India. His advisory services cover the applicability of various labour laws, engagement of different workforce categories (employees, non-employees, and contract workers), changes in service conditions, and employee secondment. He also addresses provident fund and ESI issues, trade union disputes, and non-compete and non-solicitation clauses.

Rohitaashv is adept at drafting and training on HR policies, standing orders, codes of conduct, anti-harassment and DEI policies, grievance redressal processes, disciplinary procedures, and exit formalities. He advises on compensation and employee benefits, aligning existing policies with proposed labour codes, and managing lay-offs, retrenchments, downsizing, and employment transitions. Additionally, he represents various corporates, entities, and individuals before courts and tribunals, including labour courts.

Areas of Practice:

Labour & Employment
Data Privacy

Education:

B.S. LL.B.,
ILS Law College,
Pune

Affiliations:

Bar Council of India
Bar Council of Delhi

Representative Clients :

Some of the clients that Rohitaashv has advised include Angel One, Country Delight, Naval Group, Telecom Sector Skill Council, KyodoYushi, Antwerp Diamond Bank, Hays Recruitment, Willis Tower Watson, Indus Towers, Tractebel etc.

Relevant Recent Experience:

- Led internal and external investigations related to employee performance, harassment, misconduct, and termination across multiple regions, including India, Philippines, Vietnam, Singapore, and UAE.
- Preparing relevant documents, policies and obtaining necessary and relevant approvals for transfer of employees from one company to another

- Providing corporate advisory, preparing legal memorandums and assisting entities in shutting down their units and resolving trade disputes relating to closure
- Conducting various employment and labour related trainings viz. POSH, disciplinary issues, working conditions, data privacy and employer's role, new labour codes etc.