



SHUBHRA SHASTRI

SENIOR ASSOCIATE

King Stubb & Kasiva, Advocates & Attorney, B 1,
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Professional Summary:

Shubhra specializes in labour and employment law, offering comprehensive advisory services to businesses operating in India. Her expertise includes the applicability of various labour laws, managing diverse workforce categories (employees, non-employees, and contract workers), modifying service conditions, and handling employee secondment. She adeptly addresses issues related to provident funds, ESI, trade union disputes, and non-compete and non-solicitation clauses.

In addition, Shubhra has extensive experience in drafting HR policies, anti-harassment and grievance redressal processes, disciplinary procedures, exit formalities, service agreements, settlements, employment terms, and leave and license agreements. She regularly reviews policy documents and employment agreements and assists with exit procedures. Shubhra is also proficient in conducting legal and statutory compliance audits, ensuring adherence to industry-specific regulations and environmental laws for sectors such as manufacturing, IT/ITES, SEZs, and other establishments. Her services ensure that businesses remain compliant with all relevant legal and regulatory requirements.

Representative Clients:

Guala Closures, Eurofins, Country Delight, J M Baxi Ports and Logistics Private Limited, British Airways, Harman International (India) Private Limited, Jio Financial Services Limited, Willis Tower Watson, BookMyShow Live 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 Labour and Employment laws.
- Advising on compliances relating to hiring, provident fund, state insurance, compensation.

Areas of Practice:

Labour & Employment
General Corporate
Environmental Law
Regulatory Compliance

Education:

B.A LL.B. (Hons.) – Amity
Law School, Amity
University, Noida (2019)

Affiliations:

Bar Council of Delhi