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KEY FACTS

18+ YEARS PQE

2018 YEAR OF ENROLMENT

5 PRACTICE AREAS

50+ TRAINING SESSIONS DELIVERED

10+ ARTICLES AUTHORED

31+ MAJOR CLIENTS

EDUCATION

ILS Law College

Pune

MAJOR CLIENTS

- Willis Towers Watson
- Jio Financial Services
- Delhivery Limited
- Hershey's India
- Motherson
- Marico Limited
- Tata Elxsi Limited
- Volvo India Private Limited
- Hindustan Petroleum Corporation Ltd.
- Accenture Solutions Pvt. Ltd.

EMPLOYMENT & LABOUR LAW PARTNER KSK

ROHITAASHV SINHA

King Stubb & Kasiva, Advocates & Attorneys - Delhi

OVERVIEW

Profile

Rohitaashv Sinha is a distinguished Labour & Employment law practitioner with extensive experience advising multinational corporations, Fortune 500 companies, financial institutions, technology companies, manufacturing organisations and domestic enterprises on complex employment, industrial relations and workforce management matters across India. He specialises in the entire employment lifecycle, from advising on the establishment of business operations, workforce structuring and labour law registrations to business reorganisations, transfers of undertakings, workforce rationalisation, closures and employment transitions. He is particularly recognised for his expertise in India's new Labour Codes, employment law due diligence, workforce restructuring, wage structuring, executive and employee contracts, consultancy arrangements, standing orders, employee handbooks and comprehensive HR policy frameworks.

He regularly advises clients on fixed-term employment, contract labour, apprenticeships, secondments, employee benefits, provident fund, gratuity, bonus, social security, occupational safety, employee privacy and data protection, flexible working models, executive compensation, ESOPs and restrictive covenants. Rohitaashv has significant experience conducting labour law compliance audits, identifying regulatory risks and designing legally compliant governance frameworks, including POSH, anti-discrimination, whistle-blower and grievance redressal policies. He also has a robust disputes practice, representing employers before Labour Courts, Industrial Tribunals, Industrial Courts, High Courts and other judicial and quasi-judicial authorities across India in disciplinary proceedings, domestic enquiries, writ proceedings, collective bargaining, wage settlements, conciliation proceedings, trade union disputes, retrenchment and closure matters, service-related disputes and complex employment litigation, delivering commercially focused and pragmatic legal solutions aligned with business objectives.

CAPABILITIES

Practice Focus

Employment Advisory & HR Strategy

Business set-up, workforce structuring, employment contracts, executive compensation, HR policies, restrictive covenants, employee benefits and strategic HR advisory.

Labour & Industrial Relations

Collective bargaining, trade union negotiations, disciplinary proceedings, domestic enquiries, workforce restructuring, retrenchment, closures, wage settlements, standing orders and industrial relations strategy.

Labour Litigation & Employment Disputes

Representation before Labour Courts, Industrial Tribunals, Industrial Courts, High Courts,

Conciliation Authorities and other statutory authorities in employment litigation, writ petitions, industrial disputes, service matters and labour law prosecutions.

Employment Due Diligence & Compliance Audits

Employment law due diligence for corporate transactions, HR compliance audits, labour law risk assessments, statutory compliance reviews, regulatory gap analysis and mitigation strategies.

Labour Codes & Regulatory Compliance

Implementation of the Labour Codes, multi-state labour law compliance, social security, contract labour, occupational safety, POSH, employee privacy, data protection and regulatory advisory.

TRACKRECORD

Major Assignments

Human Rights Due Diligence & Labour Compliance

- Advised a leading multinational consumer goods company on a comprehensive human rights due diligence and labour compliance project relating to its manufacturing facility, including supply chain audits, manpower agency training, corrective action implementation, and workplace compliance under Indian labour laws.

Manufacturing Facility Labour Compliance Audit

- Conducted an audit of various manufacturing facilities across India and provided review, analysis and corrective measures on aspects relating to working hours and overtime.

HR Framework Audit & Labour Codes Alignment

- Engaged to conduct a comprehensive audit of a leading construction and airport management group's HR framework, including policies applicable to its workforce and operational structures. The scope involved identifying gaps and overhauling policies to align with India's new labour codes, incorporating CSR-linked considerations, and advising on university affiliations and workforce structuring enabling regulatory readiness and a future-ready HR structure aligned with domestic and global expectations.

Higher Pension Entitlements Advisory

- Advised a leading public sector enterprise on issues concerning higher pension entitlements under India's social security framework, including analysis of recent judicial developments and their applicability to employees. Advised on compliance and dispute resolution strategies, including assessment of potential financial exposure and risk mitigation measures.

Employee Transfer & Termination Due Diligence

- Conducted due diligence and advised on matters relating to transfer and termination of employees, including execution of redundancy processes, drafting termination and transfer letters, preparing detailed termination payment computations (including statutory dues and severance), and advising on legal compliance in implementing workforce restructuring.

Pan-India Labour & Employment Disputes

- Advised and represented a leading logistics and supply chain company in labour and

employment disputes across India, including proceedings before labour courts and industrial tribunals involving wrongful termination, industrial disputes, contractor labour claims, wage disputes, social security claims and disciplinary actions. Developed litigation strategies, drafted pleadings, and managed evidence and witness processes across multiple jurisdictions.

HR Framework Audit & Restructuring

- Conducted a comprehensive review and restructuring of a leading consumer products company's labour and HR framework across corporate and factory operations, analysing the impact of the new labour codes, revising existing policies, and drafting and updating HR manuals, standing orders and factory-related policies.

Employee Transfer Structuring

- Structured and advised on agreements and documentation of a leading asset management company for the transfer of employment of employees between non-group entities with continuity of service benefits, including gratuity, leave encashment and provident fund.

Senior Employee Separation & Settlement

- Advised a leading automotive company on a senior-level employee separation dispute arising from resignation and subsequent exchanges between the parties, providing strategic advisory on dispute resolution and risk assessment, and drafting a comprehensive settlement agreement addressing full and final settlement of claims, confidentiality, non-disparagement, tax considerations (including TDS compliance) and survival of post-termination obligations.

Data Theft & Cyber Offence Response

- Advised a leading technology company on a serious case of employee misconduct involving alleged data theft, breach of confidentiality and cyber offences by a former senior information security employee developing a multi-pronged legal strategy including cease-and-desist notices, civil proceedings seeking injunctive relief, and a criminal complaint under the Bharatiya Nyaya Sanhita, 2023 and the Information Technology Act, 2000.

Labour Codes Overhaul & Wage Structuring

- Advised a leading industrial company on a comprehensive overhaul of the client's labour and employment framework in light of India's new labour codes, covering HR policies, employment contracts and compensation structures including wage restructuring under the Code on Wages and drafting of employment documentation aligned with the Industrial Relations Code and the Occupational Safety, Health and Working Conditions Code.

Termination Documentation & Fraud Inquiry

- Advising a leading business process and customer service company on structuring and drafting termination and appointment documentation, and assisting with a large-scale fraud case, including advisory on internal inquiry proceedings and supporting the termination process in line with applicable labour laws and principles of natural justice.

POSH Appeal, Industrial Tribunal, Gurugram

- Representing a leading clean energy company and its Internal Complaints Committee in an appeal before the Industrial Tribunal cum Labour Court-1, Gurugram, involving a challenge to the ICC's findings under the POSH Act, 2013 and related termination proceedings, handling written arguments, evidence management and court appearances.

MD Termination & Leadership Restructuring

- Advised a leading mechatronics company on a complex mandate involving the termination of the client's Managing Director and restructuring of its India leadership, including evaluation of misconduct and fiduciary breaches, termination pathways, board resolutions for appointment/removal of directors, and drafting employment agreements for incoming leadership.

Higher Pension Disputes & Delhi High Court Proceedings

- Advising a leading agrisciences company on high-value disputes concerning higher pension entitlements under the EPF framework, including proceedings before the Delhi High Court; drafting replies to legal notices, analysing recent Supreme Court jurisprudence, reviewing historical employment and EPF records, and coordinating with EPFO authorities on liability exposure and litigation strategy.

CLIENTELE

Major Clients

■ Willis Towers Watson	■ Accenture Solutions Private Limited
■ Jio Financial Services	■ Agilysys Technologies
■ Hershey's India	■ Kering Eyewear
■ Marico Limited	■ Delhivery Limited
■ Volvo India Private Limited	■ Motherson
■ Avanti Fellows	■ BA Call Centre India Pvt. Ltd.
■ ACME Solar Holdings Limited	■ Crestron Software Development India Pvt. Ltd.
■ Omnicom Media Group India Pvt. Ltd.	■ Metso India Pvt. Ltd.
■ Corteva Crop India Private Limited	■ Tata Elxsi Limited
■ Hallite Sealing Solutions India Pvt. Ltd.	■ Beejapuri Dairy Pvt. Ltd. (Country Delight)
■ Petfully Yours Private Limited	■ Safran India Private Limited
■ Owens and Minor India Pvt. Ltd.	■ Guala Closures India Private Limited
■ Yara Digital Farming India Pvt. Ltd.	■ Lenze Mechatronics Private Limited
■ Hindustan Petroleum Corporation Ltd.	■ MVG Industries (India) Pvt. Ltd.
■ Reynolds	■ True Credits India Pvt. Ltd.