



INDIALAW

Employment Disputes and Litigation

Employment Disputes Lawyers in India for Termination, Non-Compete, and Wage Claims

PRACTICE PROFILE • MAY 2026

Overview

Our Employment Disputes and Litigation practice represents employers and employees in resolving workplace conflicts through negotiation, alternative dispute resolution, and litigation when necessary. We provide strategic guidance and representation across various forums, helping clients navigate disputes while minimizing business disruption and reputational damage.

Our Services

- Representation in wrongful termination disputes
- Handling discrimination and harassment claims
- Management of wage and hour disputes
- Resolution of breach of employment contract claims
- Representation in non-compete and restrictive covenant litigation
- Handling employee misconduct and disciplinary proceedings (domestic enquiries)
- Representation before labour courts and industrial tribunals
- Management of workplace injury and compensation claims
- Handling retaliation and whistleblower protection cases
- Resolution of employment-related intellectual property disputes
- Representation in employment class action defence
- Management of workplace defamation claims
- Handling employee benefits and retirement disputes
- Resolution of executive compensation conflicts
- Representation in employment-related regulatory investigations

Key Professionals



K.P. Sreejith

Founder



Shiju P V

Managing Partner



Tannya Baranwal

Associate Partner

Frequently Asked Questions

Q1 What does an employment disputes and litigation practice cover in India?

It covers representation in wrongful termination claims, wage disputes, discrimination and harassment matters, breach of contract actions, non-compete enforcement, and disciplinary proceedings. This includes advocacy before labour courts, industrial tribunals, and civil courts across jurisdictions.

Q2 When should a company engage an employment litigation lawyer?

Engage counsel as soon as a dispute notice, demand letter, or conciliation summons is received. Early involvement is also critical before initiating domestic enquiries or terminating senior employees, as procedural errors at the outset often determine the outcome of subsequent litigation.

Q3 Which Indian statutes primarily govern employment disputes?

Key statutes include the Industrial Disputes Act 1947, the POSH Act for harassment claims, the Payment of Wages Act, the Employees' Compensation Act, and state-specific Shops and Establishments Acts. For newer establishments in notified states, the Industrial Relations Code 2020 may also apply.

Q4**How long does a typical employment dispute take to resolve in India?**

Timelines vary widely. Conciliation before a labour officer may resolve matters in weeks. Labour court proceedings typically take one to three years, though complex industrial disputes can extend further. Early settlement discussions and mediation can significantly compress timelines and reduce costs.

Q5**What documents should a client gather before starting an employment dispute?**

Key documents include the employment contract, appointment and termination letters, salary slips, HR policy handbooks, internal correspondence, domestic enquiry records, performance appraisals, and any prior legal notices exchanged. For harassment claims, internal complaints committee reports under the POSH Act are essential.

Q6**What common mistakes do employers make in disciplinary proceedings?**

The most frequent error is failing to follow principles of natural justice during domestic enquiries, such as not issuing a proper charge sheet, denying the employee a hearing, or not recording findings before termination. Courts routinely reinstate employees with back wages when procedural fairness is not demonstrated.