



INDIALAW

Labour And Employment

Leading Labour and Employment Law Firm in India for Compliance and Disputes

PRACTICE PROFILE • MAY 2026

Overview

We provide strategic legal counsel on all aspects of employment and industrial relations to businesses operating in India. Our Labour and Employment practice serves Indian and multinational companies across diverse sectors, helping them navigate the complex web of central and state-specific labour laws, rapidly evolving workplace regulations, and emerging employment trends. From day-to-day compliance to complex restructurings and disputes, we combine technical expertise with practical business solutions to protect employer interests while fostering positive workplace relations.

Our Services

Employment Strategy & Compliance

- Drafting of employment contracts, appointment letters, employee handbooks, and policies, to ensure clarity, fairness, and compliance with Indian labour laws including but not limited to Industrial Disputes Act, the Factories Act, the Minimum Wages Act, and other relevant statutes.
- Structuring employment arrangements
- Compensation planning, benefits structuring, and retirement schemes
- Transfer, secondment, and redeployment strategies
- Implementation of flexible work arrangements, remote work policies, and hybrid models
- Audit and review of existing employment documentation and HR compliances and practices
- Advisory on termination strategies, workforce redundancies, and retrenchment

Industrial Relations & Labour Laws

- Compliance with Industrial Disputes Act, Industrial Relations Code, and state-specific labour laws
- Negotiation and drafting of collective bargaining agreements
- Management of trade unions, work councils, and employee representation bodies
- Factory and establishment registrations, inspections, and ongoing compliance
- Implementation of standing orders and service rules
- Advisory on working hours, overtime, leave policies, and statutory benefits
- Guidance on labour codes implementation and transition strategies

Employee Benefits & Compensation

- Structuring of Employee Stock Option Plans (ESOPs) and equity-based incentives
- Compliance with social security laws
- Provident Fund
- ESI
- Gratuity
- Bonus requirements
- Assistance with statutory contributions, filings, and benefits administration
- Advisory on minimum wages, equal pay provisions, and payment of wages compliance
- Retirement benefits planning and regulatory compliance
- Maternity Benefit and Employment Insurance
- Expert legal guidance for employees seeking to take maternity leave or employees eligible for medical leave under various health benefit schemes.

Workplace Disputes & Litigation

- Representation before labour courts, industrial tribunals, and civil courts
- Resolution of individual and collective labour disputes
- Defence against unfair labour practice claims and industrial actions
- Management of disciplinary procedures, domestic inquiries, and misconduct investigations

- Settlement negotiations and conciliation proceedings
- Advisory on strikes, lockouts, and business continuity planning
- Enforcement of non-compete, non-solicitation, and confidentiality obligations

Specialized Employment Advisory

- Prevention of Sexual Harassment (POSH)
- Formation of Internal Complaints Committees (ICCs)
- Development of anti-sexual harassment policies and complaint mechanisms
- Training programs for employees and IC members
- Investigation support and compliance with procedural requirements
- Handling sensitive complaints and maintaining confidentiality
- Annual reporting and regulatory compliance
- Advisory on filing complaints in accordance with various laws, including but not limited to Equal Remuneration Act, 1976 and the Rights of Persons with Disabilities Act, 2016, etc

Employment Aspects of Corporate Transactions

- Due diligence on employment and labour matters in M&As
- Transfer of employees in business transfers, asset sales, and restructurings
- Integration of workforces post-acquisition
- Harmonization of employment terms and benefits
- Managing redundancies and separation packages

Workforce Management & Specialized Advisory

- Advisory on diversity, equity, and inclusion (DEI) practices
- Workplace investigations and crisis management
- Drafting of separation arrangements
- Data protection in the employment context under the DPDP Act, 2023
- ESG compliance in labour practices and supply chains
- Social media policies and digital workplace governance

Key Professionals



Tannya Baranwal

Associate Partner

Frequently Asked Questions

Q1

What does a labour and employment practice cover in India?

It covers drafting employment contracts, structuring compensation and benefits, ensuring compliance with central and state labour laws, managing industrial relations and trade unions, handling workplace disputes, and advising on terminations, retrenchments, and workforce restructurings.

Q2

When should a company engage labour and employment counsel in India?

Ideally before setting up operations, since employment structures, standing orders, and HR policies must align with applicable labour codes from the outset. Counsel is also critical during expansions, layoffs, union negotiations, POSH Act compliance reviews, or regulatory inspections.

Q3**Which statutes primarily govern employment relationships in India?**

Key statutes include the Industrial Disputes Act, Factories Act, Minimum Wages Act, POSH Act, and social security laws covering PF, ESI, gratuity, and bonus. India is transitioning to four consolidated labour codes that will eventually replace over 25 existing central laws.

Q4**How long does a typical employment compliance audit take in India?**

For a mid-sized company operating in two or three states, a comprehensive audit of registrations, wage compliance, statutory contributions, and HR policies typically takes four to eight weeks. Timelines vary with entity count, workforce size, and the number of state jurisdictions involved.

Q5**What documents are needed to begin an employment law engagement?**

We typically need the entity's incorporation documents, current employment contracts and offer letters, HR policy handbook, standing orders, PF and ESI registration details, wage registers, trade union correspondence if any, and a summary of the workforce across locations.

Q6**What is the most common compliance mistake employers make in India?**

Applying uniform employment terms across states without accounting for state-specific shops and establishments rules, minimum wage notifications, and local labour welfare fund obligations. Non-compliance can trigger penalties, back-wage claims, and prosecution under multiple statutes simultaneously.

Related Practice Areas

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