**Labour & Employment Law**

**Protecting Your Rights at the Workplace — Legally, Professionally & Effectively**

In today’s dynamic business environment, legal issues related to employment and labour are becoming increasingly common. Whether you are an **employee facing wrongful termination** or an **employer managing compliance and workforce disputes**, our expert legal team ensures you receive sound legal representation and strategic advice tailored to your case.

We offer comprehensive support across all aspects of **Labour & Employment Law**, safeguarding the rights of both employers and employees under Indian labour legislation.

**⚖️ Our Key Services:**

**📄 Employment Agreements**

We help **draft, review, and vet employment contracts** to ensure they are fair, compliant with the law, and protect your interests—whether you're an employer or employee.  
👉 *Includes: Offer letters, appointment letters, confidentiality clauses, and non-compete agreements.*

**❌ Wrongful Termination**

Facing unjust dismissal? We provide **legal remedy and representation** for victims of **illegal or unfair termination** by analyzing contract terms, service records, and applicable laws like the Industrial Disputes Act.

**⚖️ Labour Court Disputes**

If workplace conflicts escalate, we provide **end-to-end representation in Labour Courts and Tribunals** for issues like:

* Unpaid wages
* Illegal dismissals
* Workplace harassment
* Disciplinary actions
* Retrenchment and layoffs

**💼 Employee Compensation Claims**

We assist in filing and defending **claims related to workplace injuries, occupational diseases**, and **employee benefits** under the Employee Compensation Act and other allied laws.

**🏭 Industrial Disputes Act Cases**

We provide legal solutions for **collective labour issues**, including:

* Strikes and lockouts
* Trade union matters
* Wage and bonus disputes
* Lay-off and retrenchment litigation

We aim for amicable settlements where possible or strong litigation support where needed.

**📌 Legal Framework Covered**

We assist in compliance and litigation under the following key laws:

* Industrial Disputes Act, 1947
* Factories Act, 1948
* Employees’ Compensation Act, 1923
* Minimum Wages Act, 1948
* Payment of Wages Act, 1936
* Shops and Establishments Act
* The Maternity Benefit Act, 1961
* Sexual Harassment of Women at Workplace Act (POSH Act), 2013
* Contract Labour (Regulation and Abolition) Act, 1970

**📑 Documentation & Compliance Services**

* Drafting HR manuals and company policies
* Structuring employee benefit schemes
* Guidance on termination procedures & severance packages
* Internal Complaints Committee (ICC) setup under the POSH Act
* Labour law audits & inspections compliance

**🧭 Levels of Legal Assistance**

We offer services across multiple stages of employment-related legal issues:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Stage |  |  |  | Service Provided |
| Preventive |  |  |  | Drafting contracts, policy advice, training, compliance checks |
| Dispute Resolution |  |  |  | Mediation, conciliation, and settlements |
| Litigation |  |  |  | Filing claims, representation in courts & tribunals |
| Post-Judgment |  |  |  | Enforcement of orders, appeals, and execution proceedings |

**👨‍⚖️ Representation Before**

* Labour Court
* Industrial Tribunals
* High Courts & Supreme Court (in appeal matters)
* Employee Compensation Commissioners
* Internal Committees (in harassment cases)
* Labour Commissioners & Labour Departments

**⚙️ Types of Clients We Serve:**

* **Employees**: From blue-collar workers to top-level executives.
* **Employers**: Corporates, startups, MSMEs, factories, and establishments.
* **HR Managers & Legal Departments**: For compliance, documentation, and dispute resolution.
* **Trade Unions & Worker Associations**