

# **CASE STUDY 3**

## **EMPLOYMENT DISPUTE WITH AN NGO**

### **Introduction**

In the heart of the bustling city, Ms. Parmanand, a dedicated senior manager at Life Foundation, found herself entangled in a challenging employment situation that tested her dedication and resilience. This case study explores the complexities of her experience and the successful resolution achieved through legal negotiation.

### **Characters**

- Ms. Parmanand: A committed senior manager who dedicated over five years to Life Foundation, an NGO.
- Life Foundation: The organization where Archana worked, facing financial challenges leading to delayed salary payments.

### **Background**

Parmanand devoted herself to the noble cause championed by Life Foundation, pouring her energy and expertise into the organization's mission. However, as financial constraints tightened, Archana found herself grappling with salary cuts, implemented to alleviate the strain on the NGO's resources. Despite assurances of reimbursement for the reduced pay, she endured months of delayed salary payments, exacerbating her financial strain.



Over the past four months, Parmanand had received no salary, in addition to the pay cuts endured over the preceding six months. Faced with mounting financial pressures and a breach of trust, Parmanand sought recourse to address the injustices she faced in her dedicated service to Life Foundation.

### **Negotiation Process**

Empowered by legal representation, Parmanand engaged in negotiations to rectify the salary discrepancies and secure her rightful dues. Acting as her lawyer, efforts were made to initiate constructive dialogue with Life Foundation's representatives, advocating for timely and fair compensation for her contributions.

### **Settlement**

Through diligent negotiations, I was able to secure 90% of the outstanding salary dues within 30 days of initiating the negotiation process. While the full reimbursement was not achieved, the substantial recovery provided much-needed relief to Parmanand, alleviating the financial burdens she faced.

### **Conclusion**

The resolution of Parmanand's employment dispute with Life Foundation underscores the importance of advocating for fair treatment and accountability in the workplace, particularly within the nonprofit sector. Despite the challenges posed by financial constraints, Parmanand's perseverance and legal intervention facilitated a swift and equitable resolution, enabling her to reclaim her dignity and financial stability. Her experience serves as a testament to the efficacy of legal advocacy in addressing employment grievances and upholding the rights of dedicated professionals.