



Ramesh Dalal & Associates

Labour / Service Matters
(Management Consultant)



Introduction

WHO WE ARE

- Advocates & Management Consultants with 30+ years' of associate experience.
- Experts in Labour Law, HR Management & Industrial Relations
- Serving industries across Delhi NCR, Rajasthan, Haryana & Pan India.

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Our Mission

- Our mission is to provide reliable, practical, and cost-effective legal solutions in labour and service matters. We aim to support businesses in achieving full legal compliance, resolving disputes efficiently, and fostering safe and legally sound workplaces through expert consultancy, representation, and PoSH training.



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Our Vision

- To be a trusted legal partner for businesses and institutions across India, empowering them with ethical, effective, and efficient legal solutions in labour, service, and industrial law.



Leadership & Advisory Panel

Leadership Strength

LEADERSHIP LEGACY

Backed by Mr. M.K. Sharma – Former HR Head at Xerox, Samtel, Surya Roshni (40+ years of industrial experience).

LAW EXPERTISE

Legal guidance by Adv. Ramesh Kumar, Labour Law Consultant and Certified PoSH Trainer.

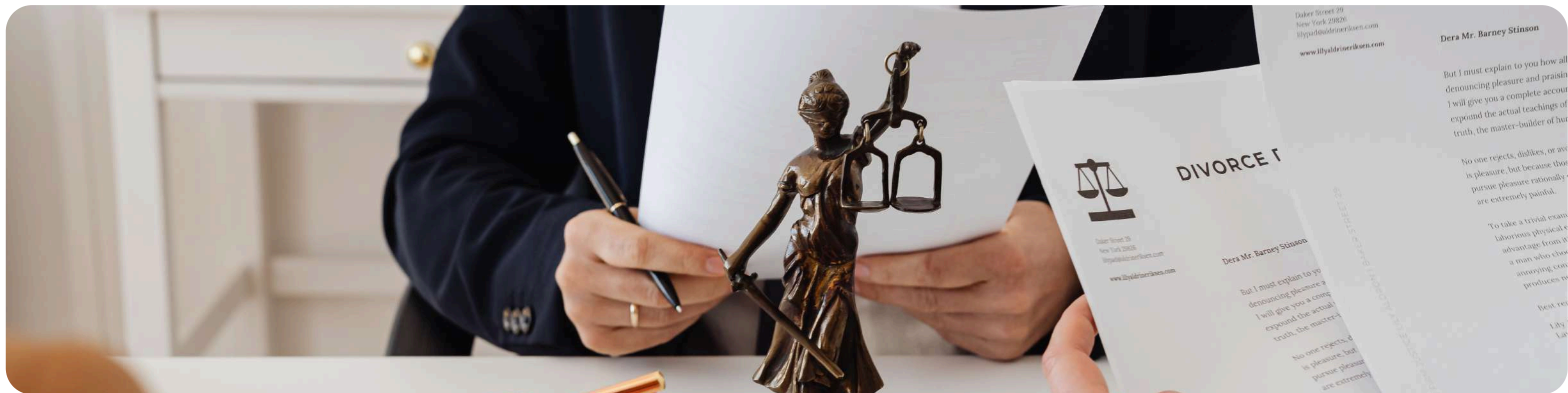
EXPERT SUPPORT

Supported by expert HR and compliance professionals.

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Why Choose Us?

- 10+ Years of Experience
- Client-Centric Approach
- Pan-Haryana & NCR Reach
- Certified PoSH Trainers
- Trusted by Corporates & Industries



Our Core Expertise

Our Key Areas of Practice

- Labour Laws Compliance & Audits
- Industrial Relations Advisory
- HR Policy Drafting & Audit
- Representation Before Tribunals and Labour Courts
- Employee Disciplinary Enquiries



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Legal Representation

Legal Support & Representation

- Labour Court / Industrial Tribunal Matters
- Authorities under Payment of Wages & Compensation Acts
- Conciliation Proceedings & Strike Management
- Drafting of Written Statements, Enquiry Reports



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Labour Law Services – At a Glance

Registrations, Licenses & Approvals



BOCW Act

Registration
& Contractor
Licensing

01



Factories Act

Layout, License,
Fire NOC

02



CLRA Act

Establishment &
Contractor
License

03



ESI & EPF Acts

Registration &
Compliance

04



Pollution Laws

NOCs, Consents,
Hazardous
Waste Mgmt

05

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Retainership Services

RETAINERSHIP & ON-CALL SERVICES

- Monthly plant visits & on-call support
- In-house training & compliance evaluation
- Domestic enquiry handling
- End-to-end HR/legal documentation & advisory

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Compliance Audits

LABOUR LAW AUDITS

- Factories Act, Minimum Wages, Gratuity, Bonus
- CLRA Act, Standing Orders, Maternity Benefit Act
- Industrial Disputes Act, Welfare Fund Act, etc.



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Meet Our Team

Our team of attorneys combines years of experience with a passion for justice. We bring diverse expertise, innovative problem-solving, and a client-first mindset to every case we handle.

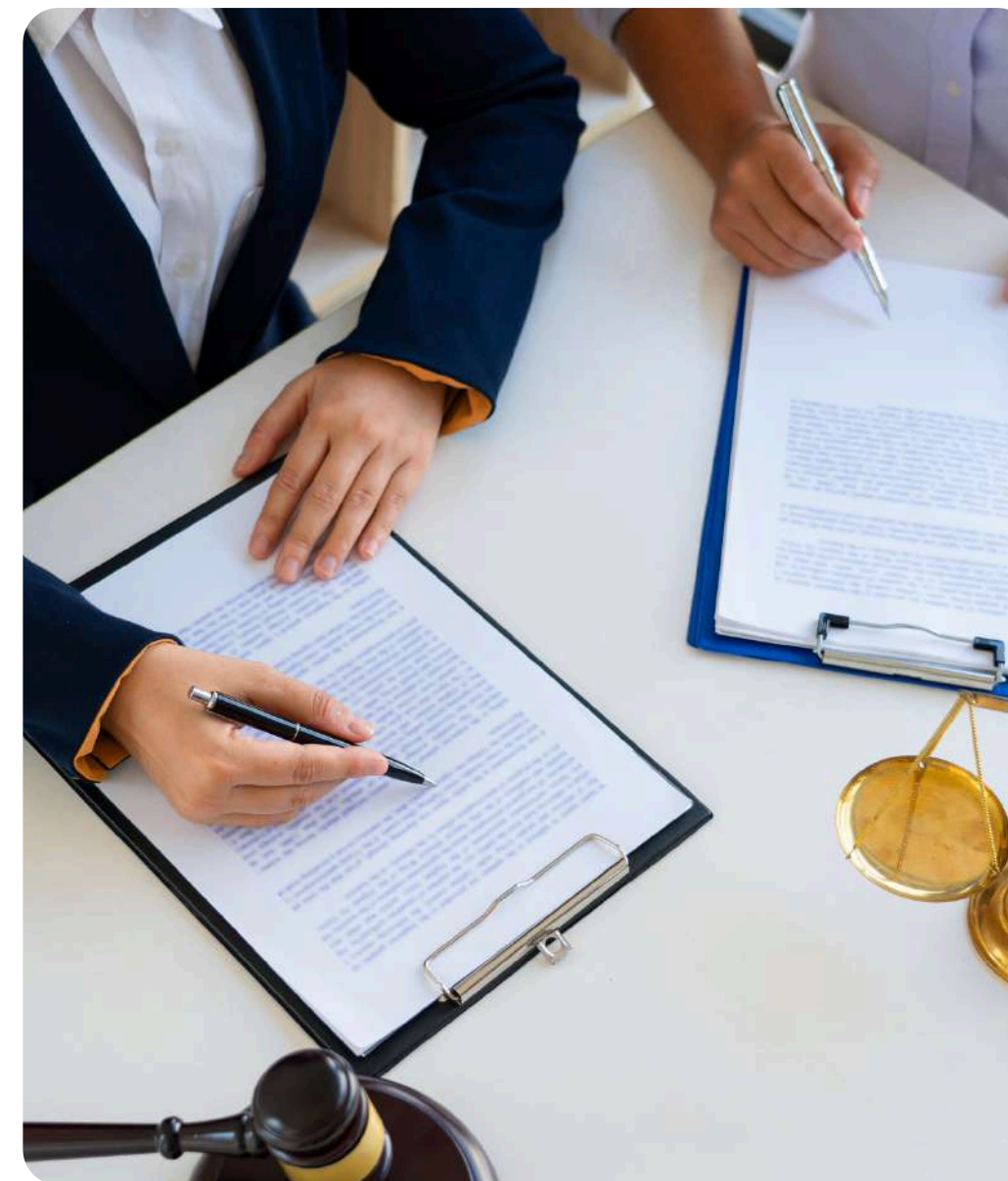


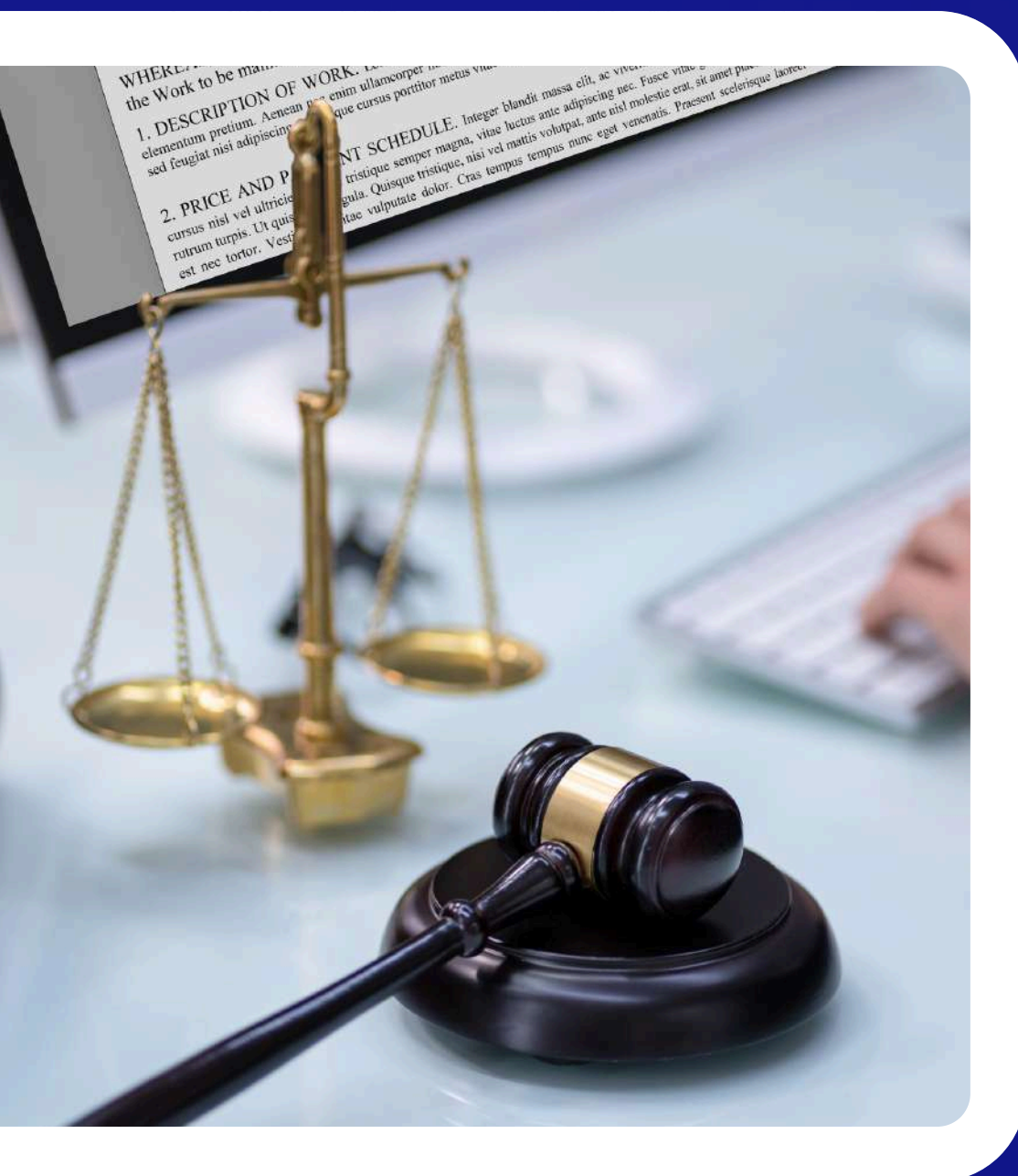
Value-Added Services

OUR VALUE PROPOSITION

- Domestic Enquiry Reports Validated by Tribunals
- End-to-end Compliance Roadmap
- HR Documentation Templates & Formats
- Customized Policy Frameworks for Clients

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Our Offices :

OFFICE LOCATIONS :

- **Registered Office** : 529, Sector – 6, Bahadurgarh, Jhajjar, Haryana
- **Gurugram Office** : Office No. 518, Deep Complex, Civil Lines, Opp. District Court.
- **Chamber No.** : 103, Civil Court, Bahadurgarh, Distt. Jhajjar, Haryana-124507.
- **Email** : connect@advrameshdalal.com
- **Mobiles** : +91 97289 85840, +91 93158 25109,

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Let's Connect

SCHEDULE A MEETING

Email

connect@advrameshdalal.com

Website

Inst. / LinkedIn / Facebook