
EMPLOYMENT & LABOUR

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We focus on the law so you can focus on your business.

Ivy Law, inspired by the word ivy meaning evergreen growth, was founded in 2018 by members with legal proficiency and substantial business insights. We follow a simple pragmatic principle. Our team focuses on the legalities so you can focus on what's important to you, whether it's a new product launch, business expansion or day-to-day commercial operations.

Ivy Law provides legal support to companies and individuals for joint ventures, mergers and acquisitions, dispute resolution, regulatory compliance, corporate commercial and other practice areas, for both domestic and cross border transactions. We have worked with clients across a wide range of industries including retail, real estate, hospitality, startups and e-commerce.

Ivy Law constantly advises its clients in handling detailed and complex employment and labour matters. The lawyers in our employment and labour practice work extensively in providing constructive solutions to help clients manage their workforce more efficiently. We work closely with the executive management in rendering constructive advice aptly suitable to the work environment and employees. The lawyers, along with a strong understanding of employment and labour laws, also have in-depth practical exposure in handling employment matters as per the requisite industry.

Broadly, our scope of work in handling employment and labour matters includes:

- Drafting and vetting of employment contracts, employee handbooks, guidelines for code of conduct for employees as per applicable law.
- Advising business entities on employee issues arising out of termination, sexual harassment claims, legal entitlements and benefits, confidentiality obligations etc.
- Conducting training workshops as mandated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and other employment specific laws.
- Addressing queries pertaining to employment and labour related matters.
- Conducting employment audits to ensure statutory compliance by companies and advising on rectification of errors and defaults, as per the remedies prescribed under law.
- Assisting companies with obtaining necessary registrations and certifications as per the requisite employment and labour laws.
- Addressing concerns of HR committees and management executives in implementing new policies pertaining to employees.
- Handling employment disputes across varied sectors.