



Shardul Amarchand Mangaldas



# Pooja Ramchandani

Partner

General Corporate

Pooja Ramchandani heads the Labour and Employment Law practice of the Firm. She is based out of its Delhi office.

Pooja's area of expertise encompasses a range of matters in the field of employment and labour laws. She has advised on structuring of workforce, social security, pensions, benefits and compensation, transition of employees and implications in a corporate restructuring, integration of benefits and compensation, employee welfare benefits, employee stock options and other performance incentive schemes, contract labour analysis, closure of factories and establishments, breach of secrecy, non-compete and non-solicitation obligations, HR policies, key and non-key employment contracts, confidentiality agreements, secondment agreements, consultancy agreements, downsizing of workforce, disciplinary proceedings, data retention, background checks, hiring, transfer and termination of employees, general compliances under employment and labour law amongst others.

Pooja assisted United Nations Development Programme with an in-depth analysis of the Indian Apprentices Act, 1961 and the Apprenticeship Rules, 1992 to advise the government on necessary changes required in the legislation for introducing to meet the objectives set out by the Indian Prime Minister in the National Apprenticeship Promotion Scheme and introduction of third party agencies in the scheme of the legal framework on apprentices.

Pooja has built a strong team focusing on employment laws and has successfully led and advised various multi-nationals and large corporations on matters relating to closures, employee stock options, integration issues emanating from mergers, business transfers, industrial disputes, strikes, employment policies etc., over the last year across sectors such as manufacturing, automobiles, healthcare, retail, insurance, IT, financial services, FMCGs etc.

## Location

- Delhi

## Education

- B.S.L LL.B. (Hons), ILS Law College, Pune

## Practices

- General Corporate

## Professional Membership

- Bar Council of Maharashtra and Goa

## Awards & Recognitions

- **Up & Coming** for Labour & Employment Law by Chambers and Partners, 2019-20
- **Next Generation Partner** for Labour & Employment by The Legal 500, 2020

