



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.

She has been actively advising the clients on the new Labour Codes and assisting in restructuring of compensation structures and policies to ease with the transition to the new regime. Pooja's contribution was phenomenal in providing effective and practical solutions and strategies to clients to deal with the unprecedented Covid-19 pandemic and the ensuing impact on the business operations.

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

- **Labour and Employment Lawyer of the Year** by asialaw Awards 2025
- **Leading Partner** for Labour & Employment by Legal 500, 2022-26
- **Distinguished Practitioner** for Labour and Employment by asialaw 2024-2025
- Among the **Top 100 Individual Lawyers** in the Forbes, India, Legal Powerlist, 2022-2023
- **Band 2** for Employment in Chambers and Partners Asia Pacific, 2024-2026





Select Experience Statement

- **India's largest low cost passenger airlines** in relation to contract labour, provident fund, gratuity, and minimum wages.
- **One of the largest credit card issuer in India** with the structuring of the employee stock options plan in light of the proposed listing of its shares.
- **A member of the World Bank Group and a leading financial institution** with respect to its investment in a leading electric vehicle fleet operator.
- **World's largest multinational retail corporation's Indian affiliate** on diverse employment related matters pertaining to establishments across 22 States in India and enabling them to audit their compliances under labour legislations across the country.
- **The largest South Korean Multinational Conglomerate** in relation to the applicability of the Building and Other Construction Workers Act, 1996 and Building and Other Construction Workers Cess Act, 1996 with respect to its world's largest manufacturing plant located in Noida, Uttar Pradesh, India.
- **An American Fortune 1000 food company** on the process of movement of employees and related benefits to an outsourced partner to whom IT infrastructure operations was proposed to be outsourced.
- **A French international banking group company** on a variety of employment law matters including provident fund, POSH workshops, employee retention, transition, exits etc.
- **One of the biggest tax and accounting firms in the world** on their global human resource policies to bring them in line with the recent amendments and developments in Indian labour laws including advise on various kind of leaves to be provided to Indian employees.
- **A Netherland based public multimedia non-governmental organisation** to investigate into a complaint of sexual harassment by an ex-male employee against an existing employee.
- **World's largest non-alcoholic beverage company** on diverse subject matters relating to employment law including leave policy, maternity benefits, provident fund, protection of confidential information, employee separations, gratuity policy etc.
- **An international, independent medical humanitarian organisation** in relation to queries on immigration and on the type of VISA to be obtained for employees coming to India and employee separation matters.
- **A US based media solutions company** on the manner of transition of employees and employee related benefits for the India jurisdiction pursuant to an overseas acquisition of a company having an entity in India.

Awards & Recognitions

- **Leading Lawyers** for Labor and Employment at Legal Era Awards, 2022-2023
- **Band 3** for Employment in Chambers and Partners, 2021-2023
- **Next Generation Partner** for Labour & Employment by Legal 500, 2020-2021
- **Up & Coming** for Labour & Employment Law by Chambers and Partners, 2019-2020

