

The logo for Dentons Link Legal, featuring the word "DENTONS" in a white sans-serif font inside a white chevron shape pointing to the right.

DENTONS

LINK LEGAL

A low-angle photograph of several dandelion seed heads against a vibrant sunset sky with orange, yellow, and blue hues. The image is partially covered by a large, dark purple diagonal overlay on the right side.

Practice credentials Employment and Labor White Collar and Government Investigations

Grow | Protect | Operate | Finance

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The Firm

An Overview

A full service corporate and commercial law firm, Dentons Link Legal has flourished for over twenty years, with over 50 partners and 200 lawyers across multiple practice areas, and offices in New Delhi, Mumbai, Hyderabad, Bengaluru, Chennai and GIFT City (Gandhinagar).

Blending a deep commercial insight with our legal proficiency, our practice provides you with responsive advice to help you achieve your business objectives.

With a clientele that includes international and domestic businesses, public sector undertakings, public and private banks and individuals, we work with you across the globe.

Our strength stems from our team of experienced, well-trained and qualified lawyers, who integrate their skills to provide comprehensive legal advice and strategy on complex commercial issues that meet your needs and expectations. Each partner brings their hands-on expertise and a client-first approach from a strategic perspective, by understanding your objectives and identifying potential issues in areas of public policy or litigation. Clients enjoy a high level of professional service with the advantage of discussing matters directly with their assigned partner.

The oldest practice group of its kind amongst our peers, our China Desk consists of experienced lawyers proficient in English and Mandarin. Designated as the official partner for legal services in India by the largest chamber of commerce in China, we have advised over 100 Chinese clients across diverse sectors, and work closely with their government agencies, universities, and think tanks to conduct legal research and promote economic ties between the two countries.

Globally, we have advised clients through our multiple practice areas across diverse sectors, including water and wastewater, airports, metro rail & urban transport, roads, ports, oil, gas, energy, power, aviation, media, broadcasting, advertising, pharmaceutical, information technology, business process outsourcing, consumer goods, real estate, mining, software, entertainment, insurance, and banking, and we also work extensively with international clients on regulatory approvals from the Indian authorities for establishing legal entities or other forms of business presence in India.

Our practice areas

A full service law firm with over 250 lawyers and a pan-India presence, our practice areas span:

- Alternative Dispute Resolution
- Aviation and Aerospace
- Banking and Finance
- Capital Markets
- Construction / Engineering Firms
- Corporate
- Defense and Space
- Employment and Labor
- Foreign Investment Review
- Statutory Risk Management and Global Compliance and Investigations
- Hotels and Leisure
- Intellectual Property and Technology
- Life Sciences and Health Care
- Litigation and Dispute Resolution
- Manufacturing
- Maritime
- Mergers and Acquisitions / Joint Ventures / Private Equity
- Project Contracts and Claims Management
- Projects, Infrastructure and Energy
- Real Estate
- Restructuring, Insolvency and Bankruptcy
- Technology / Media, Entertainment and Sports / Communications

Accolades



Chambers and Partners Global:

Consistently ranked high.

Chambers and Partners Asia-Pacific:

Consistently ranked high.

The Legal 500 Asia-Pacific:

Top-tier firm.

IFLR1000:

Recommended Firm.

Asialaw:

Consistently ranked high.

Benchmark Litigation Asia-Pacific:

Consistently ranked high.

Asian Legal Business:

Asia's Top 50 Largest Law Firms.

India Business Law Journal Indian Law Firm Awards:

Consistent winner.

Top Ranked Law Firms: India Top Ranked Legal:

Ranked high.

Forbes India Legal Powerlist:

Top Law Firm.

RSG Consulting:

Top 40 Indian Law Firms.

Economic Times Summit:

One of the Best Brands.

IDEX Legal Awards:

Best Law Firm of the Year – Large: Runner-Up.

Our offices

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Our Employment and Labor Practice

Background and Expertise

Our Employment and Labor practice advises clients on domestic and global deals and on employment laws in India, for compliances and structuring of commercial transactions, mergers and acquisitions, divestitures and takeovers, labor law due diligence, and workforce transfers (including workmen and non-workmen). We assist in drafting of employee stock option schemes (for both, listed and unlisted entities), setting up employee benefit trusts in accordance with social security and tax laws, employee regulations, and conditions of employment.

We conduct human resource audits which focus on issues pertaining to compliance with all necessary employment statutes' requirements, including state specific rules that are applicable where the premises/ factory of employer is situated; compliances for outsourced staff/ contract labor and the legal consequences involved; and analysis of the possible liabilities of the company in case of any employee related dispute.

We have also advised on labor conciliation and settlements, disciplinary proceedings, establishing and closure of industrial establishments, retrenchment, layoffs, and their attendant dispute resolution processes. We represent employers in labor related disputes before various fora, including labor courts and tribunals, High Courts and the Supreme Court of India, and we also advise our domestic and international clients on issues of secondment and employment of expatriates.

Employment and Labor: Spectrum of Services

We are one of the leading firms in Employment and Labor and related matters, and our expertise lies in advising our clients on every aspect during the lifecycle, including drawing upon advice from our other practice areas as needed, and we are trusted advisors to a host of Indian and multinational companies.

- Compliances and structuring of commercial transactions;
- M&A, divestitures and takeovers including workforce transfers;
- Structuring stock option schemes and benefits;
- Workforce restructuring;
- Structuring and negotiating employment contracts;
- HR audits;
- Labor conciliation and settlements;
- Disciplinary proceedings;
- Establishing and closure of industrial establishments, retrenchment, layoffs;
- Employment litigation;
- Secondment and employment of expatriates;
- Covid-19 focused support.



Your Advantage

Guidance.

We combine our proven expertise and knowledge to guide our clients through high stakes commercial matters across the world, and we work hard to find strategic solutions to deliver the best possible outcome.

Experience.

We combine our specialized skills, our decades of experience with laws, and our diverse backgrounds to handle complex litigation cases, and we offer our clients bespoke advice with a high degree of efficiency. This gives our clients edge in dealing with complex legal matters and voids the need to hire a multitude of attorneys.

Global Reach.

The trusted global partners with whom we work together across borders and jurisdictions, enable us to provide a seamless service to our clients. With an unrivalled depth and breadth of expertise, we provide you unparalleled legal and commercial support globally in more than 160 locations and in India.

Proactive Approach.

Our proactive approach with our “can do” attitude boosts our capability to provide quick, personalized services, allows us to offer end-to-end solutions and deliver cost-effective and time-efficient services during a dispute.

Transparency.

We share detailed proposals that clearly display our costs and timings, based on our initial discussions. Once confirmed, we periodically share detailed invoices based on our agreement.



Our clients

Some of the clients we've had the pleasure of representing in our Employment and Labor practice are:

- SpiceJet;
- Medops Technology Private Limited;
- Embassy of the People's Republic of China in India;
- Rolls-Royce;
- Roku Inc.;
- Indraprastha Apollo Hospitals;
- Wingtech Mobile Communications (India) Private Limited;
- Hisense India Private Limited;
- Datang Technologies & Engineering India Private Limited;
- ACCO Brands India Private Limited;
- Hasbro India;
- Inde Rechtsanwälte, Germany;
- SarvaGram Group of Companies;
- Bozhong Precision Industry Technology Company Limited;
- Douglass Industries India Private Limited;
- Nexttech Communications Private Limited (group company of HGC Global Communications, Hong Kong);
- Lindt & Sprüngli (International) AG;
- SHS - Stahl-Holding-Saar GmbH & Company KGaA;
- Sicer Inkera Private Limited;
- DTOne Group of Companies;
- GDPK Returnable Solutions India Private Limited.



Employment and Labor: Awards

Benchmark Litigation Asia-Pacific:

Consistently ranked high.

Top Ranked Legal:

Consistently ranked high.

The Legal 500 Asia-Pacific:

Firms to watch.



Our practice team

Our lawyers and associates work to provide comprehensive expertise and advice, led by our partners, specialists in Employment and Labor:



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ABOUT DENTONS

Across over 80 countries, Dentons helps you grow, protect, operate and finance your organization by providing uniquely global and deeply local legal solutions. Polycentric, purpose-driven and committed to inclusion, diversity, equity and sustainability, we focus on what matters most to you.

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