

The logo graphic consists of several overlapping, rounded square shapes in shades of purple and grey, creating a layered, geometric effect.

VERITAS LEGAL
ADVOCATES & SOLICITORS

LABOUR & EMPLOYMENT
PROFILE

ABOUT US

Veritas Legal is a law firm consisting of experienced professionals. Our team brings together the experience of lawyers who have worked in India's leading law firms. Our aim is to provide clear client-focused legal advice and solutions based on an in-depth knowledge of the legal, regulatory and commercial environment in India. Our clients benefit from our past experience, blended with the personal attention and streamlined advice that we provide.

LABOUR & EMPLOYMENT

The firm's broad client base includes employees and employers alike, viz. senior executives, senior employees, professionals and more junior employees within all industry sectors, including the investment banking, private equity, legal, accountancy, insurance, sports, media, technology, energy, retail and education sectors. The team is proficient at advising on contentious and non-contentious matters, with a focus on providing practical, user-friendly solutions tailored to the client's risk appetites and values. The firm's range of offerings includes advising on corporate employment matters and labour disputes. The team is adept at advising clients on matters involving transfer of employees under a business transfer, drafting, reviewing, and negotiating various kinds of agreements between employers and employees/consultants/ retainers, enforceability of non-compete clauses in employee agreements and structuring of ESOP policies and plans for different levels of employees, both in India and overseas. On the disputes' side, the team has represented both individuals and companies in civil and criminal matters including disputes under the various labour legislations prevalent in India, and matters relating to data theft by employees, sexual harassment at the workplace, payment of dues and labour unrest and whistle-blower complaints.

CLIENTS ADVISED

- Pfizer
- Radius
- Disney
- Armstrong
- Dell
- Abbott
- Geltec

INDICATIVE EXPERIENCE OF THE FIRM AND ITS MEMBERS

a) Contentious Matters

- Advised and filed Police Complaints, Criminal Complaints, Civil Suits for Injunction and damages on behalf of companies against employees and ex-employees (i) for data theft and other allied offences, (ii) for allegations of sexual harassment, (iii) under other labour statutes including Factories Act, Shops and Establishments Act and Industrial Disputes Act, and (iv) with respect to disputes pertaining to Provident Fund, Gratuity, and other such payments to be made by the Company.
- Advised companies on the strategy to be adopted in the event they are looking to terminate a large group of employees/workmen on the process to be followed to minimize the risk of challenges to termination, as well as inquiry proceedings against employees whose employment they wish to terminate.
- Assisted companies with investigations in relation to labour issues/unrest.
- Advising on enforceability of non-compete in employee agreements and devising tactics in this regard, including assisting in advice and enforcement of the same.
- Advised and represented companies in respect of an employment scam where large number of employees were hired based on a recruitment agency being a related party.

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INDICATIVE EXPERIENCE OF THE FIRM AND ITS MEMBERS

b) Non-contentious Matters

- Acted in relation to Transfer of employees, under a business transfer as well as transfer of employees through a court scheme.
- Drafted, reviewed and negotiated various kinds of agreements between employers and employees, consultants, retainers, and the like, including but not limited to employment agreements, appointment letters, consultancy agreements, service agreements, retainership documents, resignation letters, including no dues and no claims letters and other similar severance documentation such as for termination of employment, amicably or for cause.
- Advised and assisted companies in respect of offering a voluntary retirement scheme to employees and workmen.
- Drafted Employee Stock Option Plans and gratuity schemes, and advised on structuring the same for different levels of employees, both in India and overseas.
- Advised companies in relation to getting into arrangements with labour unions, and provided opinions and advised on implications of leave entitlements for employees in India.
- Advised on employee transfers, retrenchment, appointment, and other aspects in relation to labour matters on corporate M&A and Private Equity transactions.

OUR TEAM



ABHIJIT JOSHI

Abhijit Joshi, the Founding & Managing Partner is one of the country's leading lawyers with a noteworthy career spanning almost 3 decades. He specializes in Corporate/M&A, Private Equity and Private Client Practice. He has represented various international and domestic multinational companies on complex transactions across practice areas and industry sectors. He brings rich experience given his noteworthy work on various landmark deals.

Abhijit has been recognized by Asian Legal Business as one of Asia's Top 15 M&A Lawyers. He has also been recognized as an 'Icon' in the "A" List of top 100 lawyers and Legal Icons (India) by India Business Law Journal, recognized as a 'Thought Leader for M&A by Who's Who Legal, ranked in the top tier for Corporate/M&A, Private Client Practice by Chambers & Partners. In addition to the above, he has received various accolades including 'Elite Practitioner' for Corporate/M&A and Private Equity by Asialaw Leading Lawyers, 'Highly Regarded' lawyer by IFLR1000 for M&A, 'Recommended Lawyer' for Corporate and M&A by RSG, 'Recommended Lawyer' by Legal 500 for M&A, Private Equity, Private Client Practice and White-Collar Crime, 'Acritas Star Lawyer' by Acritas (Thomson Reuters) and recommended by International Who's Who Legal for Corporate Governance, Mergers & Acquisitions and Private Client Practice. He has procured the Financial Times Innovation Award (Asia Pacific) for a complex merger transaction.

Email: abhijit.joshi@veritaslegal.in



TUSHAR B. RAUT

Tushar B. Raut has significant experience on labour and employment matters. He has advised renowned corporate organizations in relation to the legal issues on employment laws and general employment matters including structuring and implementing ESOP policies and plans, and employment transfers as part of business / asset acquisitions / divestments. He specializes in the area of Mergers and Acquisitions and Private Equity, and has an experience of over 14 years, having advised on multiple cross-border and domestic acquisition and sale transactions, joint ventures and private equity investments.

Tushar has been recognized as a 'Recommended Lawyer' for Corporate by RSG and 'Rising Star' (India) by Asian Legal Business.

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NEVEILLE MUKERJI

Neveille Mukerji has an experience of over 12 years, handling a broad variety of disputes spanning across multiple practice areas, courts, tribunals, authorities and quasi-judicial authorities including Labour Courts and Tribunals. He routinely represents employers in connection with inter-se disputes between labour unions and companies, employee termination and transfer issues, and other labour related matters including advising on matters pertaining to the Sexual Harassment Act. He also represents clients in matters relating to economic offences and white-collar crime, and in particular, he specializes in appearances before magistrates, tribunals and investigative agencies including the police, and advising clients on how to proceed and deal with inquiries and investigation before these authorities.

Neveille has been recognised in the Asia Super 50 Disputes Lawyers and India's Top 30 Disputes Lawyers by Asian Legal Business.

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RECENT ACCOLADES

FORBES INDIA

- Recognized as a 'Top Law Firm' (below 10 years of experience) for Life Sciences & Pharmaceuticals, Mergers & Acquisitions, Joint Venture, Private Equity & Venture Capital, Real Estate & Construction, White Collar Crime and Family in the Legal Powerlist 2021.
- Recognized as a 'Top Law Firm' (below 10 years of experience) for Life Sciences & Pharmaceuticals, Mergers & Acquisitions and Private Equity & Venture Capital in the Legal Powerlist 2020.

RSG INDIA REPORT

- Ranked 15 in the Top 50 India Ranking 2019.
- Ranked 27 in the Top 40 India Ranking 2017.

CHAMBERS & PARTNERS ASIA-PACIFIC GUIDE

- Ranked in Band - 2 for Corporate/M&A: The Elite (India) in 2022.
- Ranked in Band - 3 for Private Equity (India) in 2022.
- Ranked in Band - 4 for Real Estate (India) in 2022.

CHAMBERS & PARTNERS GLOBAL GUIDE

- Ranked in Band - 2 for Corporate/M&A: The Elite (India) in 2022.
- Ranked in Band - 3 for Corporate/M&A (India) in 2019 to 2021.

LEGAL500 ASIA PACIFIC GUIDE

- Ranked in Tier - 2 for Private Client and White-Collar Crime (India) in 2021 and 2022.
- Ranked in Tier - 3 for Anti-trust and Competition (India) in 2022.
- Ranked in Tier - 3 for Corporate/M&A (India) in 2021 and 2022.
- Ranked in Tier - 4 for Private Equity and Investment Funds (India) in 2021 and 2022.
- Recognized as 'Firms to Watch' for Real Estate and Construction (India) in 2022.

IFLR1000

- Ranked in Tier - 4 for Mergers and Acquisitions (India) in 2022.
- Awarded 'Rising Star Firm of the Year' by IFLR1000 India Awards 2020.
- Recognized as a 'Notable Firm' for Mergers and Acquisitions (India) in 2019 to 2021.
- Ranked in Tier - 3 for Private Equity (India) in 2020 to 2022.

ASIALAW PROFILES

- Recognized as a 'Recommended Firm' for Corporate/M&A and Private Equity (India) in 2022.
- Recognized as a 'Notable Firm' for Competition and Real Estate (India) in 2022.
- Named as a 'Recognized Firm' for Dispute Resolution (India) in 2022.
- Recognized as a 'Notable Firm' for Pharmaceuticals and Life sciences, Technology and Telecommunications (India) in 2021 and 2022.

ASIAN LEGAL BUSINESS

- Recognized as 'Boutique Law Firm of the Year' by ALB India Law Awards 2021.
- Recognized as a 'Tier 2 Firm' in M&A Rankings in 2019 to 2021.

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RECENT ACCOLADES

ASIAN LEGAL BUSINESS

- Recognized as 'India Firms to Watch' by Asian Legal Business 2021.
- Awarded 'Rising Law Firm of the Year' in the ALB India Law Awards 2020.

INDIA BUSINESS LAW JOURNAL

- Awarded 'Winning Law Firm' for Private Client Practice in the Indian Law Firm Awards in 2021 and 2022.
- Recognized for 'Corporate & Commercial' in the Indian Law Firm Awards in 2019 and 2020.

BENCHMARK LITIGATION ASIA-PACIFIC

- Ranked in Tier - 3 for Commercial & Transactions in 2022.
- Ranked in Band - 4 for Commercial & Transactions in 2020 and 2021.
- Recognized as a 'Notable Firm' for International Arbitration and Government & Regulatory in 2022.
- Recognized as a 'Notable Firm' for Construction in 2020 to 2022.
- Recognized as a 'Recommended Firm' for White Collar Crime in 2020 to 2022.

BUSINESS WORLD

- Awarded 'Private Equity Law Firm of the Year' in the BW Legal World Global Legal Leaders Awards 2021.
- Awarded 'Pharma & Life Science Law Firm of the Year' in the Business World Legal Leaders Awards 2019.

LEGAL ERA

- Awarded 'Most Promising Law Firm of the Year (3 years & above)' in the Legal Era Indian Legal Awards 2019 to 2020.

LEAGUE TABLE RANKINGS

MERGERMARKET

- Ranked No. 8 by deal count in the Mergermarket M&A (India) Legal Advisory League Table 2021.

BLOOMBERG

- Ranked No. 7 by deal count and No. 13 by deal volume for India Announced Deals in the Bloomberg Global M&A Legal Rankings 2021.

VENTURE INTELLIGENCE

- Ranked No. 9 by deal value and No. 10 by deal count in the Venture Intelligence M&A League Table 2021.
- Ranked No. 11 by deal value and No. 20 by deal count in the Venture Intelligence Private Equity League Table 2021.
- Ranked No. 9 by deal value and No. 10 by deal count for Healthcare & Life Sciences in the Venture Intelligence M&A League Table 2021.
- Ranked No. 9 by deal value and No. 10 by deal count (M&A) and Ranked No. 11 by deal value (PE) for Hotel & Resorts in the Venture Intelligence League Table 2021.
- Ranked No. 11 by deal value for Food & Beverages in the Venture Intelligence Private Equity League Table 2021.

REFINITIV

- Ranked No. 16 (Asia Pacific Advisors) in the Refinitiv Global Private Equity and Venture Capital League Table 2021.
- Ranked No. 20 (Asia Pacific Advisors) in the Refinitiv Global Small-Cap M&A Legal Advisory League Table 2021.

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