



Shardul Amarchand Mangaldas



# Suruchi Kumar

Partner  
General Corporate

Suruchi Kumar advises on a range of issues under Indian labour and employment laws.

She focuses on employment documentation, internal policies on terms and conditions of employment, closure of establishments, separations (contentious and simpliciter), severance pay-outs, devising strategy for labour litigations, internal disciplinary processes including fact-finding exercise of HR issues as an external investigator, advisory on redressal procedure under prevention of sexual harassment law and diversity and inclusion based workplace laws on persons with disabilities and transgender persons. She also advises on the movement of employees, their benefits and related issues in M&A transactions. Having gained experience in corporate law firms, chamber of senior counsel and heading the legal division of a D&I advisory start-up, Suruchi has a 360\* experience in corporate advisory, representation of clients before labour authorities, tribunals and courts of India, and conducting awareness sessions on facets of labour laws.

Suruchi is a regular panelist at annual Law Review Consultations held by the National Commission for Women (NCW) on women centric issues in labour laws and has assisted the NCW in making representations to the relevant Ministries on implementation and policy. She had also provided valuable inputs to Ministry of Social Justice and Empowerment, which have been incorporated in the Transgender Persons (Protection of Rights) Rules, 2020. She has given guest lectures on D&I laws applicable to workplace at Jindal Global Law School, conducted awareness sessions on prevention of sexual harassment at law schools such as NMIMS Kirit Mehta School of Law, Mumbai and business schools such as IIM, Kozhikode. She has conducted training sessions for various clients on handling exits, implementing mechanism to redress bullying and harassment (including sexual harassment) at workplace, overview of labour laws, and lifecycle of labour disputes in India.

Suruchi was recently awarded 'Emerging Leader' for labour and employment laws in May 2024 by the Economic Times Ascent. She has been recognised by Legal 500 Asia Pacific Rankings 2024 as a 'Key Lawyer' for industrial relations, investigations, and issues pertaining to diversity and inclusion in the workplace. She was awarded 'Iconic Woman Creating a Better World for All' by Women Economic Forum and 'North India's Women Leaders' by the World Women Leadership Congress, both in December 2022).

Suruchi has contributed to the Lexology Panoramic - Labour and Employment Disputes Guide, 2025 along with Pooja Ramchandani (Equity Partner and Head of Labour, Employment and Benefits practice). She has co-authored article for moneycontrol.com on 'Diversity and Inclusion at the Workplace have become a Legal Reality' (December 2023), co-authored guide along with Team for 'Chambers & Partners Guide - 2023 on Global

## Location

- Delhi

## Education

- B.S.L., LL.B (Hons.), ILS Law College, Pune
- LL.M (Commercial and Corporate Laws), Queen Mary, University of London

## Practices

- General Corporate

## Professional Membership

- Enrolled with the Bar Council of Maharashtra & Goa
- Member of the Supreme Court Bar Association
- Member of the Delhi High Court Bar Association





Employment Trends' (August 2023); and co-authored guide along with Team for 'LexisNexis Employment and Immigration Law Guide 2022' (2022).

## Select Experience Statement

---

- Advises international non-profit organisations working towards climate and sustainable developments goals, and international donor organisations in health sector regularly on streamlining their workforce structuring in India and labour issues as per Indian laws.
- Advised various foreign IT service companies, international non-profit organisation and research analytics companies in relation with procedure of disciplinary inquiry upon receipt of a complaint from third party or employees, conducting fact-finding exercise as an external investigator, drafting of show cause notice, questionnaire for interview and advisory on consequent separation process.
- Advised an Indian fin-tech company on formulation of various policies required from statutory as well as good-to-have such as policy on prevention of sexual harassment at workplace, grievance redressal mechanism, separation policy, disciplinary policy, and drafting of employment contracts.
- Advised an appliance manufacture company on setting up of service centres in India, legal compliances of warehouses managed and operated through various service providers, and interpretation of labour codes.
- Advised a foreign media organisation in relation to enforceability of non-compete, confidentiality and non-solicitation provisions and possible ways to take action against competing entity and former employees from soliciting workforce in India and clients.
- Advised a foreign health and beauty products manufacturer on enforceability of non-compete claims against former employees and assisting with litigation strategy.
- Advised a foreign pharmaceutical company in relation with procedure of internal investigation in India on various issues raised by an employee, including advisory on submitting information to the police about such investigations.
- Advised an online education platform on services agreements and manpower supply arrangements, and review of various arrangements such as part-time tutors, retainers, trainees and consultants.
- Advised an e-commerce platform on work from home/hybrid working arrangements and legal implications.
- Advised resolution professional of various establishments under CIRP, on complex issues pertaining to employee salaries, termination of services, disciplinary actions for misconduct, and representing before labour authorities.
- Representing an economic research organisation labour authorities in claims for regularization raised by former employees and the Delhi High Court in reinstatement claim.
- Representing a large telecom operator group before Labour Courts in Gurgaon and Madurai in relation to claims on wages and gratuity, and representing them before Employees Provident Funds Organisation.





Shardul Amarchand Mangaldas

- Advised branch of a foreign bank on redundancies of staff post transaction and measures for mitigation of potential litigation.
- Conducted workshops on moonlighting for managerial cadre employees, labour laws and workforce issues, sensitisation session for employees on POSH Act and labour laws and labour litigation issues for international manufacturing and services having presence in India.

