



# Pankaj Anil Arora

Principal Associate

**LOCATION**

Gurgaon

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## Profile

Pankaj is Principal Associate with the Firm's Gurgaon office and specializes in advising clients on all aspects of employment, industrial, and HR laws.

With 10+ years of experience, Pankaj advises domestic and international clients on legal, regulatory, and HR-related issues, including business transfers, workforce restructuring, HR due diligence, restrictive covenants, termination, redundancy, closure, employee benefits, compensation, payroll, contract workers, injury and death claims, labour compliances, and liaising with labour authorities.

He has worked extensively on issues pertaining to handling employee grievances, sexual harassment matters, disciplinary inquiries, employee separation and has represented multiple clients before various judicial forums, including High Courts, Industrial Tribunals and Labour Courts on matters ranging from trade union disputes, injunctions, workers compensation, strikes, to termination of employees.

Pankaj has also supported clients in drafting of various employment and HR related documentation, including employment agreements, employee handbooks and policies, agreements relating to confidentiality, intellectual property, contract workers, chargesheets, enquiry reports.

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## Expertise

[Corporate Compliance & Advisory](#)

[Corporate / M&A](#)

[Employment Law](#)

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## Education

- LL.B, Gopaldas Jhamatmal Advani Law College, Mumbai University
- B.Com, Prahladrai Dalmia Lions College, Mumbai University

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## Memberships

- Bar Council of Delhi

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## Select Experience Statement

- Advised on the employment law aspects of multiple acquisition and business transfer/asset transfer (buy side/sell side) transactions, including due diligences, review of transaction documents.
- Successfully represented a leading Indian telecommunication company in obtaining judicial relief against an injunction order obtained by employees against the client in respect of its domestic enquiry process.
- Successfully represented a leading German wholesale company in obtaining judicial relief against employees participating in unauthorised demonstrations at various properties of the client.
- Supported a leading Indian textile company in structuring and implementing retrenchment action with respect of 200+ workmen at their factory in Haryana.
- Advised several clients on legal issues arising out of dismissal, termination, and redundancy of workmen and white-collar employees, workers compensation, employee grievances, employee separations, trade union related actions, contract workers, and misclassification claims.
- Advised clients on appointment of expats in India, including structuring of the move and preparation of relevant documentation, including employment agreements, secondment agreements, inter-company recharge agreements.
- Advised clients and steered disciplinary enquiries (end-to-end support), including preparing of chargesheets, enquiry reports, dismissal letters, and training company representatives for conducting cross examination of employees.

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## Contact Details

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