



Preetha Soman

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Practice Areas

Corporate (Labour & Employment)

Sectors

Life Sciences, Healthcare and Pharma

Manufacturing

Services

Technology, Media and Sports

About

Preetha is an Employment Law Partner at J Sagar Associates, Bangalore (India). Her practice covers a wide range of complex and intricate labour law matters.

Preetha has regularly been advising her clients on matters involving hiring, workforce management, retention strategies, industrial relations, reductions in force, disciplinary matters, workplace (HR) investigations, employee policies, PoSH (prevention of sexual harassment) matters, diversity and inclusion strategies, besides various other employee relation matters. She also advises on employment issues in corporate/M&A transactions, business transfers, BOTs (Build Operate Transfers) and re-organisations.

With extensive experience across sectors, Preetha also helps clients navigate intricate HR inquiries involving inter alia discrimination, compliance issues etc. ensuring complete procedural fairness. Her work focusses on risk-mitigation, evidence based decision making and continuous improvement of HR practices and policies. Preetha is highly regarded for her strategic approach to labour and employment law matters, offering pro-active solutions to help companies mitigate risks and achieve their business objectives, while fostering a positive environment for employees. Her in-depth knowledge of Indian labour laws enables her to provide tailored legal guidance that aligns with the unique needs and goals

of each client. Her strong advocacy skills, attention to detail and commitment to excellence have earned her a reputation as a trusted legal advisor in the field of Indian labour and employment laws.

Preetha has also worked very closely with industrial bodies in India including the National Association of Software and Service Companies (NASSCOM) on the policy formulation front and has conducted several workshops and webinars on Indian labour and employment laws. Preetha also has several publications to her credit, including with the International Employment Lawyer, International In-House Counsel Journal, Chambers and Partners and the International Bar Association's Employment Law Publications.

Preetha featured as one of the leaders for employment and labour laws from around the globe in a survey conducted by International Employment Lawyer based on her involvement in high-profile projects and employment law matters. She has also consistently been recognized by leading legal directories for her exemplary work in the field of labour and employment laws.

Experience

Day to day labour and employment advisory and documentation

Awards and Recognition

Legal 500

International Employment Lawyer

Chambers & Partners

BW Legal 40 Under 40

Memberships

Karnataka State Bar Council

Publications

Preetha has a keen inclination towards research and has published several articles with leading national and international journals including the Indian International Bar Association's Employment and Industrial Relations Law Committee publications, American Bar Association's Section on Labor & Employment Laws etc.

Education

BA LLB (HONS) from the National University of Advanced Legal Studies, Kochi (Kerala)

Languages Spoken

English

Hindi

Malayalam
