



Ketki Vyankat Kulkarni

Proprietor | Employment & Labour Law Expert

Education:

- LL.B, Savitribai Phule Pune University
- B.Com, Savitribai Phule Pune University
- Company Secretary (ICSI)
- Certification in Labour Inspection – International Labour Organization (ILO)

Advocate Ketki Kulkarni is the Proprietor of V. A. Kulkarni & Associates and a seasoned legal advisor specializing in labour and employment law. With over 18 years of professional experience, she provides guidance to Indian and international clients across industries on regulatory compliance, workforce structuring, HR policy, and employment-related disputes.

Her dual qualification as a lawyer and a Company Secretary gives her a unique perspective at the intersection of law and business, allowing her to offer practical, well-rounded legal solutions. Advocate Ketki Kulkarni provides well-reasoned, professional, and consistent guidance, tailored to each client's business environment.

She has previously worked with a reputed national law firm and brings experience from both litigation and advisory roles. Under her leadership, the firm continues to uphold its legacy while adapting to contemporary legal and workplace challenges.

Active in the India-Germany business corridor, Ketki engages with institutions to support German enterprises navigating India's labour landscape. Her engagement with Germany's business environment strengthens her perspective on India-Germany partnerships.

AREAS OF EXPERTISE

Labour & Employment Law Advisory

Labour Law Audit & Compliance

Licences & Registrations

Employment Contracts

HR Documentation

Industrial Dispute Resolution

POSH Support

Cross-Border Advisory (India specific)

PROFESSIONAL EXPERIENCE

- **Proprietor**, V.A. Kulkarni & Associates (2021–Present)
- **Manager**, V.A. Kulkarni & Associates (2018–2021)
- **Associate**, Reputed National Law Firm (2012–2017)
- **Trainee**, Reputed National Company Secretary Firm (2007–2011)

PROFESSIONAL ACTIVITIES

- Serves as External Member on Internal Committees under POSH law for several companies
- Regular speaker at corporate seminars on labour law compliance and workplace conduct
- Provides advisory support to foreign companies on Indian employment law requirements

PROFESSIONAL MEMBERSHIPS

- Bar Council of Maharashtra & Goa
- Institute of Company Secretaries of India (ICSI)
- Labour Law Practitioners' Association, Pune
- ILO Alumni Network

PERSONAL NOTE

Ketki Kulkarni believes that sound employment practices are the foundation of healthy and resilient organizations. Her practice is guided by the principles of clarity, compliance, and client collaboration. She continues to build on the firm's legacy with a forward-looking, solutions-driven approach.