



Anshul Prakash

Partner

Mumbai

M: +91 98337 62123
E: anshul.prakash@khaitanco.com

Practices:

Employment and Labour
Laws & Practices
Employee Benefits &
Incentives
Industrial Relations
Diversity & Equal
Opportunities
Workplace Harassment &
Discrimination
Workforce Integration &
Harmonisation
Management & Staff
Trainings
Internal / White Collar
Investigations

Education:

B.A., LL.B.(Hons.), National
University of Juridical
Sciences (NUJS), Kolkata
(2005)

Professional Affiliations:

Bar Council of Maharashtra
and Goa
International Bar Association
Human Resource Federation
of India

Anshul Prakash is a Partner with the Employment Labour and Benefits practice group in the Mumbai office. Anshul exclusively advises several prominent domestic and international clients on full suite of contentious and non-contentious employment and labour law related matters concerning employee documentation and policies, ethics and compliance, workplace strategies, workforce management including outsourcing and secondment, social security, equity and non-equity based benefits and incentives, industrial relations including trade union strategies, transition due to business transfers, workplace harassment & discrimination, structuring benefits & incentives, health & safety, internal inquiries, white collar investigations, employee communication, staff and management trainings and representation before labour and other statutory authorities.

Anshul also leads the Firm's thought leadership initiative on advocacy and knowledge sharing in employment and labour law space, and actively shares insights on evolving jurisprudence in the employment and labour law space in several industry publications, print media and public speaking events organized by industry bodies, including CII, HRFI, ASSOCHAM, IFCCI, IGCCI, ICSI amongst others and practice forums such as IBA, IEL to name a few.

Anshul and the ELB practice under his leadership have won several awards and recognitions over the years being ranked Tier-1 across league tables (including the Labour & Employment Law Firm of the Year award at Legal Era Indian Legal Awards 2022). Individually, Anshul has been recognized as Litigation star in Labour and employment for the 2024 edition of Benchmark Litigation Asia Pacific he is also amongst the Top 10 Influential Employment Lawyers by Business Today (2023), Ranked by Human Resource Association of India amongst Top 50 under 50 HR Leaders 2023, Labour & Employment Lawyer of the Year 2022-23 by Legal Era, Leading Individual Lawyer (Labour & Employment) by Legal Era for 2021, 2022 and 2023 as well as Top Individual Lawyer (Labour & Employment) by Forbes India Legal Power list

2020-21 and 2023-24. He has also been recognized amongst ALB India's Super 50 Lawyers in 2022 and 2021 besides being recognized by BW Legal World among Top 40 Under 40 "Finest Lawyers" & "Legal Eagles" of the Indian Legal Ecosystem, and honorably ranked and highly recommended by Chambers & Partners Asia Pacific 2024, Legal 500 Asia Pacific (Leading Individual Practitioner) and Asia Law Profiles (Client Service Excellence in Labour & Employment).

Representative Matters

In his area of expertise, Anshul has advised and represented various prominent domestic and international clients on issues related to employment in respect of labour laws compliance, labour audits, transfer and relocation of employees pursuant to business transfers and asset sale and purchase, workforce policy and benefits harmonization and integration, social security and employee incentive schemes including stock options, maternity benefits, drafting of employment contracts across levels including senior managerial personnel, human resource and personnel policy, workforce restructuring hiring and termination of senior management, mid-level and subordinate personnel, workers and labour union issues, outsourced worker issues, assistance on domestic enquiries and investigations including fraud and misappropriation, personnel related media strategy, exit strategies including documentation, prevention of sexual and other forms of harassment at workplace, industrial safety and health policies, litigation and pre-litigation strategies, government inspections and representations before the relevant administrative and quasi-judicial authorities.

- **Metro AG** on modalities and manner of transition of employees from its German entity to the Indian IT major Wipro Limited;
- **Reliance Retail Ventures Limited** on employment aspects related to its investment in Vitalic Health Private Limited (holding company of the group of companies inter alia running the 'Netmeds' platform, a leading online pharmacy);
- **Lighthouse Technologies** on employment law aspects of the India leg of the acquisition of H5 Technologies Inc;
- **JSW Cement Limited** on employment law related aspects in relation to investment by global private equity investors, Apollo Global Management Inc. (through its managed funds) and Synergy Metals Investments Holding Ltd;
- **Kadant Inc.** on employee transfer related aspects pursuant to its entry into the Indian manufacturing market involving acquisition by way of a slump sale of WestRock India Private Limited's (Indian subsidiary of WRKCo Inc.) manufacturing facility;
- **FirstRand Bank** on strategizing and carrying out the closure of its operations in the country from the perspective of workforce exit and related end-of-service payments;

Recognitions & Accomplishments:

Anshul has been ranked as the Leading Individual lawyer for Labour and Employment by Legal 500 Asia Pacific, recognized as Leading Lawyer (Labour and Employment) by Legal Era 2022, awarded by Asia Law Profiles for Client Service Excellence in the field of Employment and Labour laws for 2020, honourably ranked in Chambers & Partners Asia Pacific 2021-22, awarded recognition in 2020 amongst BW BusinessWorld Legal 40 under 40 Best Lawyers & Legal Influencers in India, recognized in Forbes India Legal Powerlist 2020 as Top Individual Lawyer (Labour & Employment) and recognized and listed for outstanding client services and work amongst ALB India 2021 Super 50 Lawyers.

- **Bajaj Allianz** on the labour laws applicable to part-time employees and the considerations that the company should take into consideration while hiring employees on a part-time basis;
- **Harley Davidson** on its widely reported global restructuring exercise, which included a workforce reduction in India;
- **IKEA Services (India)** on several aspects pertaining to engagement of international workers from the perspective of social security regime in India, including the manner of tax gross-up;
- **Dr Reddy's Laboratories** on formulating a uniform working week policy across various units, particularly keeping in view the existence of settlement agreements and various other HR issues;
- **Lutron Inc** on matters relating to employment contract drafting, local filings and compliances on social security laws as well as employee termination and related procedure;
- **Elul Tamarind Limited, Israel** on matters related to drafting of consultancy agreement, employment contract and compliance under the applicable social security laws;
- **Sodexo** on matters related to disciplinary proceedings against employees and drafting of correspondence to terminate the services of the employee;
- **Barclays plc** on matters related to contract labour deployment, employee termination and statutory redundancy compensation;
- **Q-Railing GmbH** on matters related to employee termination and redundancy compensation as well as disciplinary proceedings;
- **Hardcastle Restaurants Private Limited (McDonalds)** on issues related to minimum wage compliance, labour welfare fund, employee termination and redundancy;
- **Cognizant** on matters related to employee recruitment, executive compensation, employee benefit plans, personnel policy manuals, harassment at workplace, domestic enquiries and social security contributions;
- **Black & Veatch Inc.** on matters related to industrial safety and health, liabilities of directors, labour inspections, domestic enquiry procedures, employee exit procedure and strategy;
- **Rexam Plc** on issues related to labour union activities, unrest, collective bargaining agreements, domestic enquiries and disciplinary actions;
- **Elliot Group** on aspects of social security contributions for foreign employees in India, contract labour and compliance issues;
- **Expedia Inc.** on employee suspension and subsequent termination on grounds of gross misconduct;

- **Brady Corp** on employee maternity benefits, discrimination claims, employee retention and severance compensation;
- **RICS** on various employment issues concerning employee discipline, data privacy, employee exit, prevention of sexual harassment at workplace, human resource policies;
- **SPX Flow** on issues related to workers' union and industrial relations;
- **Benteler** on employee grievance redressal mechanism, misconduct, domestic enquiry and employee exit strategy;
- **Meidensha Corporation** on employee policies concerning leave entitlement, disciplinary proceedings, standing orders under the applicable laws;
- **Evolis SA** on employee relocation, profile transition, disciplinary proceedings, workforce conduct strategy post management takeover as well as strategic advice on employee exits;
- **Chino Corporation** on employee disciplinary issues, personnel policy overhaul, phase-wise employee exit strategy for workforce restructuring;
- **Accenture** on the aspect of principal employer liabilities related to outsourced workforce, social security obligations and representation to the competent authority;
- **Capgemini** on reassignment of employee roles, assessment of impact on grade parity and remuneration, employee variable remuneration and exit strategy;
- **Firstsource** on employee indiscipline and related employer actions, overhaul of existing employee policies including health and safety at workplace;
- **Proterra Investment Partners** on senior executive exit and documentation concerning severance compensation and post-employment obligations;
- **British Telecom** on employee investigation and exit, multi-location labour law compliance check, industrial relations, contract workers engagement, employment documentation and advisory including prevention of sexual harassment related aspects;
- **Mexichem** on compliance training for employees, internal investigations, employee terminations, general employment and anti-bribery advisory;
- **InterGlobe Aviation Limited (Indigo)** on senior executive exit strategy, documentation and related compliances;
- **West Corporation** on aspects concerning workforce transition and mobility in relation to its acquisition of NASDAQ's public relations business;

- **Clariant** on employee discipline issues, internal strategy, crisis management and media responses;
- **Deluxe Entertainment Corp** on employment documentation including employee handbook, employment contracts, overtime payments, consultancy agreements, representation before labour authorities;
- **HDFC Limited** on various employment issues covering employment documentation including employee handbook, employment contracts, consultancy agreements, code of conduct, full and final settlement letters, internal inquiries, employee communication;
- **Sumitomo Chemical** on investigation of alleged unfair employment practices at workplace;
- **Regents of the University of California** on the implications of the ongoing inquiry and investigation by government agencies;
- **Ariston Thermo (Racold)** on proposed group restructuring in India including retrenchment strategy, assistance in handling trade union disputes and relocation of plant operations;
- **Apax Partners** on separation and release agreements for senior management;
- **Renault Nissan** on investigation of alleged breach of health and safety requirements at workplace;
- **Solenis International LP** on the employment aspects related to merger of BASF's wet-end Paper and Water Chemicals business with Solenis;
- **Blue Dart** in relation to social security contribution issues and opinion on relevant judicial pronouncement;
- **Nihilent** in relation to staff discrimination claim and dismissal challenged before the labour commissioner and Industrial Tribunal;
- **Maire Tecnimont** in relation to benched employees, project workforce wages, employee benefits and staff communication strategy;
- **Birla soft** on senior executive exit strategies, staff reassignment pursuant to global restructuring, action plan, documentation and compliances;
- **EIH (Oberoi Hotels)** in relation workplace ethics policy, employee disputes, outsourced workforce and general labour law compliance aspects;
- **Moet Hennessy** on work hours restrictions, leave entitlements, uniform personnel policies and general labour advisory matters;

- **SI Group** on strategy in relation to trade union issues concerning workforce restructuring and several day to day HR issues including potential labour unrest;
- **Ensono** on workforce integration, policy formulations, employee misconduct and performance issues, incentive plans;
- **Volkswagen-Skoda Group** on intra group transfer, rebadging and reassignment of staff, staff discipline and exit issues and strategies and documentation, response to legal notices by former employees;
- **Stanford University** on various HR issues including employment agreements, policy documentation, work hours, leave entitlements and encashments;
- **ICICI Bank Ltd** on social security contributions related issues and various aspects related to pan-India leave entitlement aspects;
- **Crompton Greaves Consumer Electricals Ltd** on EPF issues, outsourced workforce matters, and impact assessment related to Labour Codes;
- **Kotak Mahindra Bank Ltd** on various aspects related to EPF coverage and contributions, collective bargaining agreements, staff leave entitlements and policy documentation and assessment of wage structure under the Labour Codes;
- **Fullerton** on employee communications, redundancies, social security contributions and senior executive exits;
- **G4S** on arms license requirements for security guards, deployment under outsourcing arrangements, minimum wages requirements.
- **Invesco** on various issues related to executive exits, disciplinary processes and litigation advisory besides ongoing employment aspects.

Publications and Presentations:

Anshul has authored the following contributions:

- Contributed to the India chapter of the International Comparative Legal Guide to: Employment & Labour Law (2020, 2021 and 2022) published by Global Legal Group;
- Contributed to the report on 'Future of Work' as part of collaboration between International Bar Association and International Labour Organisation (2018-2019) and presented the first working draft of the report at ILO headquarters in Geneva;
- The India Chapter of Global Legal Insights to Employment & Labour Law (2019, 2018 and 2017) published by Global Legal Group;
- The India Chapter of Employment & Labour Law – Jurisdictional Comparisons (2015) published by Thomson Reuters;

- The India Chapter of Employment & Labour Law – Jurisdictional Comparisons (2014) published by Thomson Reuters;
- The India Chapter of Employment & Labour Law – Jurisdictional Comparisons (2012) published by Sweet & Maxwell;
- The India chapter of the International Comparative Legal Guide to: Employment & Labour Law (2012) published by Global Legal Group;
- The India chapter of the International Comparative Legal Guide to: Employment & Labour Law (2011) published by Global Legal Group; and
- The India Chapter of Labour Law – A Practical Global Guide (2011) published by Globe Law and Business.