



Deepak Kumar

Partner

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Practice:

Employment, Labour & Benefits

Education:

B.Sc. LL.B. (Hons.), National Law University, Jodhpur (2007)

Professional Affiliation:

Bar Council of Rajasthan

Deepak Kumar is a Partner in the Employment, Labour and Benefits practice group in the Mumbai office.

Deepak has advised and assisted several multinational and domestic clients on a range of contentious and non-contentious employment and labour matters concerning workforce and benefits restructuring, managing industrial relations, strategizing India entries and exits, closures, downsizing, employee transfers under M&A transactions and internal business reorganisations, among others.

Representative Matters

In his area of expertise, Deepak has represented and advised the following clients:

- **Coty Inc.** on internal restructuring of its Indian workforce pursuant its strategic partnership with KKR;
- **GoDaddy Inc** on its global acquisition of registry business from Neustar Inc involving transitional arrangements and transfer of Indian employees and assets;
- **GSK** on restructuring of its Indian workforce and transfer of employees pursuant to the proposed joint venture of consumer healthcare business with Pfizer;
- A leading **Swedish Bank** on closure of its Indian branch office, affecting employee separations, closure formalities, compliances and pay-outs;
- A leading **multi-national FMCG manufacturer** of consumable goods on impact assessment of the new Labour Codes 2020 on various employee wage structures, computation of social security benefits and contributions, HR policies and practices applicable to employees of its group entities;
- A leading **UK based real estate and broking agency** on India entry strategy, overnight transition and transfer of its Indian customer and IT support team and infrastructure to a new service provider without

Recognitions & Accomplishments:

Asian Legal Business (ALB) in their India Rising Stars Rankings (2021).

disrupting the support services; managed the tendering and interview process, prepared RFPs, assisted with selection of IT, real estate and manpower suppliers;

- A **leading multi-national NBFC** engaged in credit distribution business on termination and transition of its management cadre, including the managing director;
- A **European multi-national pharmaceutical manufacturer** on closure of its entire business division, and strategizing and implementation of the separation of the relevant employees;
- A **Japanese multi-national conglomerate** on winding-down of India business divisions, employees termination and transfers, managing workforce consultations, communications, severance payments computations and documentation, and resolving employee grievances;
- A **leading multi-national logistics company** on implementing multi-stage staff reduction and downsizing exercise, involving floating voluntary retirement scheme, restructuring and sale of business units, and termination of employee in redundant profiles and functions;
- A **leading US commodity exchange** on establishing its India operations, appointment of key managers, setting-up employment contracts and policies, and employment and labour compliances for its local offices;
- A **French multinational group** on extending stock options and equity awards to employees of its Indian subsidiaries and affiliates; and
- A **leading US workspace sharing company** on structuring its employee incentive and benefit program for employees of its Indian affiliate.

Publications and Presentations:

Deepak is a regular speaker at leading industry bodies and forums on regulatory and policy developments. He contributes on trends in employment law space and speaks on a range of employment and labour law aspects at sessions. Some of his key contributions include:

- “**Online session on New Labour Codes**” presented at Young Indians (Yi) Noida Chapter, Confederation of Indian Industry (CII) (April 2021);
- “**OCI Cardholders - New Rules and Special Restrictions**” published by Mondaq and Lexology (March 2021);
- Interactive and Technical Session on “**The Occupational Safety, Health and Working Conditions Code, 2020**”, presented at CII Online Interactive Workshop On “**New Labour Law Codes 2020 & Its Impact On Industry**”, organised by Confederation of Indian Industry (CII) Goa State Office – Western Region (December 2020);

- "Overtime work in the Indian manufacturing sector: Legally permissible or not?" published by PeopleMatters (November 2020);
- "Year 2020 and Lessons for Future Work Arrangements in India" published by Indo Spanish Chamber of Commerce (November 2020);
- "Labour Codes 2020 | Gearing Up for the 'Change'" presented at an online webinar organised by Confederation of Indian Industry (CII) (October 2020);
- "Social Security, Industrial Relations and Occupational Safety: Examining Labour Codes 2020" presented to Human Resources R Federation of India (HRFI) (September 2020);
- "Environmental and Labour Law Perspective - Guidelines for Setting up Manufacturing Plants in India" presented at the webinar hosted by MIIM (An Initiative of Embassy of India Berlin and driven by Government of India's national programme, MAKE IN INDIA) (June 2020);
- "No work, yet pay: the case of benched employees in India" published by the Asia Pacific Regional Forum (APF) of the International Bar Association (December 2019); and
- Technical Session on "The Code on Wages, 2019 and critical Industry Issues" presented at the Masterclass on Employment & Workplace Laws (September 2019).