



Anshul Prakash

Partner

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Practices:

Employment and Labour
Employee Benefits
Industrial Relations
Workplace Harassment &
Discrimination
Workforce Integration &
Harmonisation
Management & Staff Trainings
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

Sectors:

IT/ITeS
Manufacturing
FMCG
Banking
Telecom
Finance
Aviation
Hospitality
Food & Beverages
Education
Automobile

Anshul Prakash is a Partner with the Employment Labour and Benefits practice group in the Mumbai office and heads the Firm's Employment Labour and Benefits Laws Practice.

Anshul has advised 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 harmonisation 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 strategies, government inspections and representations before the relevant administrative and quasi-judicial authorities.

Representative Matters:

In his areas of expertise, Anshul has represented and advised the following prominent clients amongst others:

- **Merck & Co. Inc., USA** on various employment and labour compliance related issues in relation to its merger with Schering-Plough Corporation which has been renamed Merck & Co., Inc along with advice on issues related to industrial safety and health;
- **Total SA., France** on issues such as labour transfer, social security liabilities, transfer and retrenchment of workmen in relation to the sale of businesses of coatings resins of Cray Valley (Europe, Asia, South Africa) and Cook Composite Polymers (United States), as well as the photocure resins of Sartomer (Europe, United States, Asia) to Arkema S.A., France;
- **Otsuka Pharmaceutical Factory, Inc, Japan** on issues concerning transfer of employees and other issues related to social security



and service terms in relation to the purchase of the infusions business from Claris Lifesciences;

- **Hospira, Inc** on labour compliance, employment registrations and social security accruals transfer in relation to the purchase of the injectables business of Orchid Chemicals and Pharmaceuticals Limited;
- **Wilbur-Elis Company, USA** on labour union and employee transfer issues as well as labour law compliance in relation to its acquisition of the pharmaceutical product distribution business of Indchem International India;
- **Johns Hopkins University, USA** on the drafting of its human resource policies and issues in relation to compliance with the local social security laws;
- **Graduate Management Admission Council, USA** in relation to employment of senior management personnel including drafting of employment contract and personnel policy in India;
- **Expedia Inc.** on matters related to applicability of social security laws and related compliances in India as well as compliances in relation to engagement of contractors and contract labour in India;
- **Fosroc International Inc.** on the matters related to employee termination in India;
- **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;
- **Assa Abloy** in relation to matters related to employee exits and related documentation;



- **Convergys Corporation** 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 employment documentation including employee handbook, employment contracts, consultancy agreements, code of conduct, full and final settlement letters;
- **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;

- **Serdia Pharmaceuticals** on employee misconduct, representation before labour authorities;
- **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;
- **Birlasoft** 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;
- **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.

Publications and Presentations:

Anshul has contributed articles for several reputed publications and is regularly quoted in the print and electronic media on employment / HR related issues. Some of his contributions include:

- **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.

Anshul has been a speaker on employment and labour law aspects for various forums and panel discussions organized by industry bodies including HRFI, CII.

Achievements and Recognitions:

Led by Anshul, the Employment, Labour and Benefits (**ELB**) practice at the Firm has been ranked as Tier 1 by Legal 500 Asia Pacific in 2017, 2018, 2019 and 2020 and won the IDEX Employment law firm of the year 2019 award. The ELB practice in the Firm has also been recognized and ranked by Chambers and Partners Asia Pacific in 2019 and 2020. Anshul has often been recommended by Asia Law Profiles, has been awarded for Asia Law Client Service Excellence in the field of Employment laws for 2020 and awarded recognition in 2020 amongst BW BusinessWorld Legal 40 under 40 Best Lawyers & Legal Influencers in India.