



# Anirudh Mukherjee

Partner

**LOCATION**

Gurgaon

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## Profile

Anirudh is a Partner with the Firm's Gurgaon office. His practice areas include Employment Law, Corporate Law, M&A, Contract Management, and Data Privacy.

Anirudh extensively advises domestic and multi-national clients on all aspects of contentious and non-contentious employment and industrial relations matters. He has successfully advised clients on all legal aspects of recruitment, separation and handling of workforce lifecycle risk, development of policy and documentation, workforce restructuring and transactions, compliance related best practices.

Anirudh plays an active role in developing and implementation of codes of conduct and related policies for various clients, ranging from start-ups to fortune 500 companies, having successfully conducted multiple trainings/workshops for clients and lead disciplinary enquiries, including on issues related to Workplace Harassment and Prevention of Sexual Harassment (POSH).

He also advises several large foreign and domestic clients on negotiating and handling joint ventures, private equity investment documentation, foreign direct investment (FDI), technical collaborations, share/asset purchase deals, business transfers, mergers and acquisitions and India investment strategies.

## Expertise

[Corporate Compliance & Advisory](#)

[Corporate / M&A](#)

[Data Privacy](#)

[Employment Law](#)

[Private Equity & Venture Capital](#)

[Education](#)

[Life Sciences](#)

[Manufacturing](#)

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## Publications

India: De-Coding the Cert-In Directions On Cyber-Security, June 2022

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Workforce transformation and restructuring in 2021, April 2021

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Global Foreign Direct Investment screening guide, April 2021

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COVID-19: Labor and employment law requirements and considerations, November 2020

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Employment documentation management globally, 2019

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Ageism and the Workplace, 2019

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Sexual Harassment Law in the workplace around the world, 2018

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## Education

- LL.B and Bachelor of Socio-Legal Sciences, Symbiosis Society's Law College, Pune
- Diploma in Corporate Laws, ILS Law College, Pune
- Director's Program, Indian School of Business, Hyderabad

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## Memberships

- Bar Council of Delhi

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## Select Experience Statement

- Lead human resource compliance review and restructuring exercises for multiple clients, including some of India's leading IT/ITES companies, GCC's and manufacturing companies, to overhaul their human resource processes, policies & guidelines, and contractual documentation in line with applicable laws and best practices.
- Advised clients, both domestic and international, on matters pertaining to investigation and removal of key employees by developing exit strategies, negotiation & compliance support and drafting of documents.
- Advised clients in setting up their compliance and policy structure under the proposed labour codes in India.
- Advised clients across sectors, including manufacturing, retail, services, ITES, on applicable labour and trade related registrations across India and supported in obtaining of the same.
- Supported clients on legal compliance issues arising out of the day-to-day operations of their manufacturing facilities, including trade union, works council related actions.
- Advised several clients on structuring and regulatory aspects of secondment of international employees to India and drafting of relevant documentation.

- Assisted companies across industries, including IT, pharmaceuticals, renewable energy, manufacturing, mining, aviation etc., in drafting of their employee handbooks on a pan-India basis.
  - Lead multiple acquisition (buy side/sell side) related transactions for clients. Transaction included legal due diligence, support on regulatory approvals (RBI, DIPP etc.) drafting, negotiation and finalization of transaction documents.
  - Lead several business/asset transfer (buy side/sell side) transactions for clients, for sale of business undertakings. Transaction included advising on corporate, real estate and employment related laws and drafting, negotiation and finalization of transaction documents.
  - Advised India's premier IT and ITES industry association on structuring and implementation of their flagship skilling program on a pan-India basis. Transaction included finalization of RFP's, partner contracts, subscriber contracts, lead agency contracts.
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## Contact Details

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