



**Kumar Prem Anand**  
**Associate Partner**

**Delhi Office**

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**Practice Areas:**

- Labour and Employment
- Dispute Resolution
- Crisis Management

**Service Sectors and Industries:**

- Information Technology and Outsourcing
- Manufacturing
- Sports and Gaming
- FinTech
- Airports & Aviation

**Education:**

- B.A. L.L.B.

**Languages:**

- English
- Hindi

Kumar Prem Anand is an Associate Partner at DSK Legal and is a part of the Labour and Employment laws practice team. Since joining the firm in 2022, he has been involved in advising and representing clients on a wide range of employment and labour law matters. With 12 years of experience, Anand has developed a robust practice that covers both advisory and litigation aspects, giving him deep expertise in the legal and regulatory frameworks that govern the employment space in India.

Anand's practice spans across various industries, where he advises corporate clients on critical issues such as HR compliance, internal audits, and due diligence. His work involves conducting investigations and ensuring that clients meet statutory requirements under Indian labour laws. He is regularly engaged by companies to advise on compliance audits and to provide legal opinions on complex employment matters, ensuring they operate within the legal frameworks while maintaining their operational flexibility.

A significant part of Anand's practice includes advising clients on strategic workforce issues such as mass redundancies, downsizing, and closures of offices or manufacturing units. He provides guidance on C-suite level exits and leads proceedings related to unfair dismissals, helping companies navigate the legal intricacies of managing employee transitions. His ability to address the legal aspects of sensitive issues while balancing business needs has made him a trusted advisor to global leadership teams of multinational corporations.

In addition to his advisory work, Anand also has a strong litigation practice. He regularly represents clients before various Courts / Tribunals and other statutory authorities on contentious employment matters. His litigation experience gives him a keen understanding of how labour laws are interpreted and enforced in Indian courts, enabling him to provide clients with strategic advice on managing employment disputes effectively.

Anand has also acted as an independent external investigator and inquiry officer for clients, particularly in cases involving policy violations, workplace misconduct, and harassment. His work in this area is marked by a fair and methodical approach to handling sensitive internal investigations, ensuring that clients maintain workplace integrity while complying with legal obligations.

Through his extensive experience in both advisory and litigation matters, he is recognized for delivering comprehensive solutions tailored to the evolving needs of his clients in the field of labour and employment law.

**Recent Key Assignments**

- Advised and assisted Redcliffe Lifetech Inc., Redcliffe Lifetech Private Limited and its 4 subsidiaries in their Series C round of funding. Conducted vendor due diligence and advised them on queries pertaining to labour & employment laws.
- Advised a global asset management corporation in facilitating reduction of the workforce due to prolonged operational losses experienced by the company. DSK Legal ensured that the employee terminations adhered to the relevant legal labour legislations. The firm formulated a comprehensive strategy note to navigate future legal risks and was responsible for drafting the script for the townhall meeting.
- Advised a pharma company on the appropriate course of action regarding senior employees involved in the receipt of kickbacks or the failure to report such activities by other employees. We reviewed the investigation report and thereafter, suggested the way forward so as to minimize the risks.
- Advised an engineering company on a strategic approach to safeguard the stolen confidential and proprietary information and recommended corrective measures for system cleansing. Assisted in filing a criminal complaint, leading to the registration of a First Information Report (FIR) and a civil suit against the ex-employees for breach of confidentiality obligations and patent infringement.
- Representing a global aero defence company before the High Court in respect of provident fund contribution for expatriates and the proceedings before the authority have been stayed by the High Court.
- Representing a global aviation company in relation to claims filed by crew members alleging illegal termination during Covid pandemic.

**Awards and Recognitions**

- Recommended Lawyer by Legal500 Asia-Pacific 2026 rankings
- Recognized under Legal Era's 40 under 40 Rising Star Awards 2026