ANKIT CHANDRA

ASSOCIATE PARTNER

Address: King Stubb & Kasiva, Advocates & Attorneys,
1A,1B&2B, Lavelle Mansion, 1/2, Lavelle Road,
Bangalore- 560001, India.

Email – ankit.chandra@ksandk.com
Direct - +91-9986723400

Areas of Practice:

Labour & Employment
Technoly, Outsourcing & Staffing
Transactional IP
Privacy & Data Protection

Education:

B.A. LL.B. – Bangalore Institute of Legal Studies

Affiliations:

Bar Council of Delhi

Professional Summary:

Ankit is a seasoned legal professional with a strong focus on employment and labour law, along with significant experience in technology, outsourcing, intellectual property, and privacy laws. He regularly advises a diverse range of domestic and international clients across industries such as IT/ITES, manufacturing, and staffing. His practice spans the entire HR and employment lifecycle, including recruitment, employment contracts and documentation, wages and benefits, HR policies, workplace conduct issues, terminations, post-termination enforcement, and matters relating to employee privacy and discrimination.

He has extensive experience in conducting labour, employment, and privacy compliance audits, identifying regulatory gaps, and mapping associated risks. He works closely with clients to develop pragmatic, business-aligned risk mitigation strategies tailored to their operational requirements.

In addition, Ankit advises on corporate and commercial matters, including drafting and reviewing supply agreements, manpower and staffing arrangements, services contracts, and confidentiality agreements. His practice also includes advising on transactional intellectual property and data protection matters, such as protection of proprietary information, structuring IP ownership in commercial arrangements, and safeguarding confidential and business-critical information.

Representative Clients :

Safran group, Agilysys Technologies India Pvt. Ltd., Creston Electronics, Inc., Equifax, Elemica Solutions Pvt. Ltd., Guala Closures (India) Pvt. Ltd., etc.,

Relevant Recent Experience:

- Advising multinational and domestic clients across industries including IT/ITES, manufacturing, and staffing on complex employment and labour law matters across the employee lifecycle, including workforce restructuring, closure, retrenchment, and termination strategies. Regularly assisting clients with redundancy exercises, application of last-in-first-out principles, re-employment obligations, and mitigation of industrial relations risks.
- Advising on statutory compliance under key labour legislations including provident fund, gratuity, wages, bonus, and other social security laws. Assisting clients with provident fund coverage assessments, wage structuring, UAN-related issues, transfer and withdrawal disputes, and engagement with authorities, along with broader compliance risk assessments.
- Supporting clients in handling industrial relations issues, including unionized workforce matters, disciplinary actions, domestic enquiries, and misconduct proceedings. Also conducting labour and employment compliance audits and due diligence reviews, identifying statutory gaps, and assisting clients in implementing risk mitigation strategies and compliant HR frameworks.
- Advising on employment structuring for contractors, consultants, gig workers, and staffing arrangements, including mitigation of misclassification risks and structuring of manpower supply models. Regularly drafting and reviewing employment documentation, including employment agreements, fixed-term contracts, consultancy arrangements, secondment documentation, HR policies, and employee handbooks.
- Advising on corporate and commercial arrangements, including services agreements, supply agreements, manpower arrangements, and confidentiality documentation, with a particular focus on transactional intellectual property and data protection considerations. Assisting clients with intellectual property ownership structuring in services and outsourcing engagements, protection of proprietary information, and management of confidential and business-critical data.
- Advising clients on evolving workplace regulatory developments, including implementation readiness for labour codes, remote and hybrid work arrangements, working time and leave compliance, and development of internal governance frameworks aligned with business and operational needs.