

# Asoke Kumar Dhar

**Senior Partner | Kolkata**

asoke.dhar@foxandmandal.co.in | +91 (33) 2248 4843



**Asoke** has over four decades of experience in commercial contracts, employment law, and related litigation. He regularly appears before the Calcutta High Court, the Supreme Court of India, and various other courts and tribunals across the country. His practice focuses on representing companies and management in employment-related advisory work and disputes. Asoke has advised clients through significant legal and economic changes, including the evolution of new industries, workforce management practices, technological developments, and major legislative reforms such as labour codes and data protection laws. He continues to advise on drafting and reviewing employment documentation, ESOP structures, employee transfers, terminations, and restrictive covenants, as well as employment issues arising in corporate restructuring, mergers and acquisitions, outsourcing initiatives, and reductions in force.

## PRACTICE AREAS

Employment & Labour  
Dispute Resolution &  
ADR  
Real Estate

## EDUCATION

LLB, University of  
Calcutta (1973)

## MEMBERSHIPS

Bar Association of  
Calcutta High Court

## LANGUAGES

English  
Bengali  
Hindi

## REPRESENTATIVE MATTERS

### Indian Oil Corporation Ltd (IOCL)

On successfully opposing a bail application in an FIR lodged by IOCL against persons pilfering crude oil from IOCL pipelines

On successfully defending a writ petition challenging the compensation granted by the Competent Authority for acquisition of the right of user in land to install pipelines, on the existence of an alternative remedy

On successfully challenging the enhanced compensation granted by the Land Acquisition Tribunal from INR 2287 to INR 10000 per cottah

On providing a legal opinion on the validity of a clause rendering a company manufacturing or supplying explosives ineligible to participate in a tender for transportation and conversion of ammonium nitrate

On successfully defending a petition seeking regularisation of appointment of contractual workers on the ground that they were not direct employees of IOCL

On successfully defending the sanctity of an employment agreement having different pay for the same class of employees

On successfully defending the termination of an agreement for setting up an important LPG terminal in an arbitration; successfully defended the award before the Delhi High Court and Supreme Court

### West Bengal Infrastructure Development Finance Corporation Ltd (WBIDFC)

On an application in a suit against UCO Bank seeking to bring documents on record that were revealed during cross-examination having a significant bearing on the case

### Charan Chabria

On successfully securing possession of a floor locked by the client's brother/co-owner, who relied on an illegal gift deed

### Shellac & Forest Products Export Promotion Council (SHEFEXIL)

On representing SHEFEXIL before various ministries and authorities on Access and Benefit-Sharing (ABS) of biological resources after amendments to the Biological Diversity Act, 2002

On providing a legal opinion on whether nutraceuticals are covered by the Drugs and Cosmetics Act, 1940

### Braithwaite Burn & Jessop Construction Ltd

On challenging an arbitral award arising out of developmental projects in Gabon, Africa before the Calcutta High Court

### Indian Institute of Management Calcutta

On a writ petition by a visually impaired candidate having 40% benchmark disability seeking a touchscreen landscaped laptop for appearing in the CAT exam

### Tata International Ltd

On successfully defending arbitration claims and the award passed against Titagarh Wagons Ltd

### BK Consortium Engineers Pvt Ltd

On conducting title search, due diligence and preparing title search reports from time to time

### Dr Atindriya Biswas

On an arbitration against Healthcare LLP for wrongfully removing the client from directorship despite his investment in lakhs