



Diversity, Discrimination and Equal Pay

We help clients create a legally compliant and diverse workforce. In turn, this helps our clients harness the benefits of being a proactive and fair employer.

Our focus is not simply on defending discrimination claims. That approach is reactive and does nothing to advocate the positive and essential contributions that all sections of the workforce can make.

The risks of not engaging properly with equality and diversity issues can be serious, with policy failings and other problems leading to claims, litigation, financial penalties and damage to corporate reputations and brands. Businesses that show they truly value diversity, encourage respect for individuals and promote equality through a methodical approach, are far better placed to recruit and retain the best talent, which is essential in times of both economic uncertainty and prosperity. It also ensures they are better placed to successfully defend any claims.

KEY CONTACTS

Tim Marshall

Partner

London

T: +44 (0)20 7796

6617

CAPABILITIES

Our services include:

- Advice and consultancy – including the business landscape and employee issues, impact assessments, potential problems, opportunities for progressive change
- Equality and diversity audits – across multiple locations, policies, systems and approaches, including past experiences, employee perceptions and future needs
- Benchmarking – accurate data collection, comparisons and benchmarking of data and remuneration packages across different companies, geographies, departments, functions, teams
- Policy development – pragmatic approach working alongside your people to deliver practical solutions that align business initiatives with a commitment to deliver
- Diversity and equality training – standard and bespoke programmes
- Internal communications and media relations – for employee understanding and engagement, plus stakeholder communications and crisis management
- Litigation – fast access to highly experienced and trusted individuals for individual and group action disputes

EXPERIENCE

- Undertaking diversity training for a wholesaler starting with the board of directors and then cascading the training to management and human resources business partners
- Managing workshops to a wide selection of US employers with relevant information on diversity and discrimination issues

relevant in the European and international jurisdictions in which they operated

- Advising a US client on the implications/practical ways of gathering sensitive employee data in several European jurisdictions in order to comply with equality monitoring obligations in the US
- Assisting a leading investment bank to defend a complaint brought by a senior executive in the UK's Equal Opportunities Commission
- Providing in-house training to a number of international employers in Hong Kong on the new Race Discrimination Ordinance. This included running an interactive case study session with over 80 lawyers and human resource managers in a global company
- Rolling out a 'managing our people better' programme to all personnel within a major retailer so all staff were aware of the equality and diversity obligations from the board to the shop floor

INSIGHTS

Publications

Employers face tougher penalties for sex discrimination in China

22 MAR 2019

On 18 February 2019, the Chinese government released the Circular on Further Regulating Recruitment Behaviours and Promoting Women's Employment (the Circular). The Circular was jointly released by nine ministries and took effect immediately.

Global Employment Law Quiz 2019

11 JAN 2019

The annual quiz about global developments and trends in employment law.

NEWS

New report finds retail sector leadership diversity deficit will affect future competitiveness

5 JUN 2019

DLA Piper and executive recruitment and diversity consultancy Green Park today launch *The Retail Leadership 700* report, which reveals for the first time the extent of the lack of diversity within the leadership teams of the top US, UK and European retailers.

DLA Piper announces partnership promotions for 2019

1 APR 2019

DLA Piper is proud to announce that 77 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2019 in the United States and May 1, 2019 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 43 different offices throughout 20 countries.

DLA Piper appoints two directors in South Africa

12 SEP 2018

DLA Piper has strengthened its office in Johannesburg, South Africa with the appointment of two directors. Hendré Human joins the Corporate team from Webber Wentzel in Johannesburg, where he was a partner. Monique Jefferson joins the Employment team from Bowmans in Johannesburg, where she was a senior associate.

DLA Piper named International Law Firm of the Year in Ukraine for fifth year running at The Legal Awards 2018

24 MAY 2018

DLA Piper has been named International Law Firm of the Year in Ukraine at the 2018 Legal Awards, held by Yuridicheskaya Practika Publishing House. This is the fifth time the office has won the award.

DLA Piper advises Beijing Enterprise Water Group on acquisition of TRILITY

5 MAY 2018

DLA Piper advised BEWG International, a wholly-owned subsidiary of Beijing Enterprises Water Group, on its 100% acquisition of water utility service provider TRILITY by way of a competitive bid process.

DLA Piper announces partnership promotions for 2018

3 APR 2018

DLA Piper is proud to announce that 62 lawyers have been promoted to its partnership. The promotions are effective as of 1 April 2018 in the United States and 1 May 2018 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 42 different offices throughout 20 countries.

DLA Piper wins four China Business Law Awards

5 MAR 2018

DLA Piper is delighted to announce it has received four awards from China Business Law Journal's China Business Law Awards 2017-18, in the categories of Employment, Intellectual Property (Trademark and Copyright), Taxation and Shipping.

Businesses still not fully aware of Data Protection issues

31 JAN 2018

DLA Piper has released its second Data Privacy Snapshot report, finding that once again, company global privacy programs have gaps in meeting increasingly demanding global privacy principles. Significantly, it appears that many companies are falling short of data protection obligations under the General Data Protection Regulation (GDPR), which will start to apply from 25 May 2018.

Six months until GDPR: companies still reporting low levels of preparedness

15 Nov 2017

For the over 200 organisations responding to DLA Piper's Data Privacy Scorebox online survey tool since the start of the year, the average alignment score with all key international data privacy principles was 31.5%, as against an 38.3% average score for

respondents in the 2016 calendar year.

DLA Piper appoints Helen Colquhoun as partner and Head of the Employment team in Hong Kong

30 OCT 2017

DLA Piper is pleased to announce that Helen Colquhoun has joined as a partner and Head of the Employment Team in Hong Kong.
