



## 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

#### Pilar Menor

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### CAPABILITES

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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

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- Undertaking diversity training for a wholesaler starting with the board of directors and then cascading the training to management and human resource 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

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### Publications

#### Hong Kong government approves catering sector one-off subsidy

22 April 2020

The Hong Kong government's Finance Committee met on Friday and Saturday to discuss and approve further details surrounding its Anti-epidemic Fund.

The Committee approved the terms of a government paper published last week which clarifies certain additional details in relation to the one-off subsidy for the catering sector as set out below. This is a new development following our previous alert, which was published on 10 April.

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#### Proposed amendments to Hong Kong's Employment Support Scheme

21 April 2020

The Hong Kong government's Finance Committee met today, Friday 17 April, to discuss and approve further details surrounding the Employment Support Scheme in response to coronavirus COVID-19.

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#### ESG: the rise of private ordering and the role of the NCGC committee (United States)

26 March 2020

### PROXY SEASON HOT TOPICS

This inaugural ESG handbook, part of our 2020 Proxy Season Hot Topics series, aims to help public companies as they develop and maintain a robust ESG program.

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#### HK Government considers designating coronavirus as an "occupational disease" (Hong Kong)

12 February 2020

On 10 February 2020, the Hong Kong Labour Department issued a press release clarifying the position on whether the coronavirus amounts to an "occupational disease" within the meaning of the Employees' Compensation Ordinance (ECO).

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#### Hong Kong Government introduces mandatory quarantine measures

11 February 2020

On 9 February 2020, the number of deaths due to the rapidly spreading coronavirus in Mainland China officially surpassed the figure seen during the 2002/2003 SARS epidemic.

Numerous governments have been implementing restrictions barring entry to those with recent travel history through Mainland China, including Singapore, Japan, Australia and the United States. Following pressure from public health workers, the Hong Kong Government has now followed suit and has begun a mandatory two-week quarantine for anyone arriving from Mainland China.

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### **How to resume business amid the coronavirus outbreak (China)**

11 February 2020

As reported in our previous article, China has extended its Chinese New Year holiday and work suspension period as a result of the novel coronavirus outbreak which has now infected more than 40,000 people around the world.

This is a summary of the Back to Work Day and compensation for working before Back to Work Day in key cities and provinces across China.

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### **APAC employment issues arising out of the Coronavirus (AsiaPac)**

31 January 2020

On 29 January 2020, the number of confirmed cases of the rapidly spreading coronavirus in Mainland China officially surpassed the figure seen during the 2002/2003 SARS epidemic.

Multinationals with local operations around the APAC region have been significantly affected. As staff return to the office following the Chinese New Year holiday period, businesses are now considering what they can do to minimise any risk to health and safety and support staff through this challenging period where anxiety and uncertainty is rife, whilst at the same time complying with their employment obligations and maintaining business continuity. Putting in place detailed business and contingency plans and ensuring careful communications with staff to address key topics and concerns is key, as is keeping such plans and communications under frequent review given the fluidity of the current situation.

This alert considers some of the key issues that HR and business leaders should be considering across the APAC region.

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### **Harsher penalties on discriminatory employment practices in Singapore**

29 January 2020

The Fair Consideration Framework was updated in January 2020 to impose harsher penalties on employers found to be engaging in discriminatory practices such as by favouring the hiring of foreigners over Singaporeans.

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### **China extends holidays for workers amid coronavirus outbreak (China)**

28 January 2020

Learn about how the widely publicised corona virus outbreak affects business in Greater China.

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### **Global Employment Law Quiz 2019**

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11 JAN 2019

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

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## Canadian Employment News Series November 2018

8 NOV 2018

### CANADIAN EMPLOYMENT NEWS SERIES

The Alberta legislature passes *Bill 2: An Act to Remove Barriers for Survivors of Sexual and Domestic Violence* in an attempt to make the legal system more accessible to victims of sexual and domestic violence. Recent decisions illustrate the difficulties for employers on knowing when to terminate for cause. Amendments to Quebec's *Act Respecting Labour Standards* concerning workplace harassment come into effect in January. In the November 2018 edition of the *Canadian Employment News Series* we explore these topics.

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## NEWS

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### DLA Piper (Canada) LLP welcomes Partner Correna Jones

7 AUG 2020

DLA Piper (Canada) LLP is pleased to announce that Correna Jones has joined the firm as a Partner in the Calgary office. Correna has a successful practice focusing on employment, labour and business immigration law.

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### DLA Piper advises Heidelberger Druckmaschinen AG on the restructuring of the company pension scheme

2 July 2020

DLA Piper has advised Heidelberger Druckmaschinen AG on the restructuring of the company pension scheme, covering all employees in Germany. This was agreed by the Management Board and employee representatives of the company together with the IG Metall trade union.

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### DLA Piper announces partnership promotions for 2020

30 April 2020

DLA Piper is proud to announce that 67 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2020 in the United States and May 1, 2020 for EMEA and Asia Pacific. The promotions have been made across many of the firm's practice areas in 35 different offices throughout 13 countries.

Across the firm's practices globally, Corporate saw the largest intake of new partners with 19 promotions, followed by Litigation and Regulatory with 15. Intellectual Property and Technology and Finance and Projects had ten and eight promotions respectively, while there were six in Real Estate. Tax and Employment both had four, and there was one in Restructuring.

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### DLA Piper (Canada) LLP increases rankings in the 2020 *Canadian Legal Lexpert Directory*

24 APR 2020

DLA Piper (Canada) LLP is pleased to announce that we have significantly increased the number of lawyers ranked as leading practitioners in the 2020 edition of the *Canadian Legal Lexpert Directory*.

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### **DLA Piper lawyers named Acritas Stars**

10 March 2020

Acritas has named over 200 DLA Piper lawyers as 2020 Acritas Stars. Now in its fourth year, Acritas Stars highlights the stand-out lawyers in private practice as nominated by clients around the world. More than 3,000 senior in-house counsel feed into the nomination process to give a comprehensive view of highly recommended lawyers across the globe.

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### **DLA Piper (Canada) LLP recommended in the 2020 edition of the *Legal 500 Canada***

14 NOV 2019

DLA Piper (Canada) LLP has been recommended across a broad range of practice areas in the latest edition of the *Legal 500 Canada*.

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### **DLA Piper (Canada) LLP welcomes Partner Stephen Gleave**

7 OCT 2019

DLA Piper (Canada) LLP is pleased to announce that Stephen Gleave has joined the firm as a Partner in the Toronto office. Stephen has a commercial litigation practice with a focus on employment litigation.

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### **DLA Piper (Canada) LLP recognized by *Chambers Canada 2020***

20 Sep 2019

DLA Piper (Canada) LLP is pleased to be recognized as an industry leader in the 2020 edition of *Chambers Canada*.

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### **DLA Piper (Canada) LLP welcomes new associate Simon McCleary**

9 SEPT 2019

DLA Piper (Canada) LLP welcomes Simon McCleary to the firm's Toronto office as an associate in the Litigation, Arbitration and Investigations Group.

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### **DLA Piper (Canada) LLP welcomes associate Brooke Stewart**

3 SEP 2019

DLA Piper (Canada) LLP welcomes Brooke Stewart to the firm's Toronto office as an associate in the Employment Group.

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### **DLA Piper Canada lawyers recognized in 2020 edition of *Best Lawyers in Canada***

21 AUG 2019

DLA Piper (Canada) LLP is pleased to see 70 of our lawyers across 34 practice areas recognized in the 2020 *Best Lawyers in Canada* guide.

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## **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.

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## **DLA Piper (Canada) LLP ranked in 2019 *Canadian Legal Lexpert Directory***

3 MAY 2019

DLA Piper (Canada) LLP is pleased to announce that thirty-eight of the firm's lawyers have been recognized as leading practitioners in the 2019 edition of the *Canadian Legal Lexpert Directory*.

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## **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.

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## **DLA Piper (Canada) LLP welcomes new associate Alyssa Barbuzzi**

1 APR 2019

DLA Piper (Canada) LLP welcomes Alyssa Barbuzzi to the firm's Toronto office as an associate in the Employment Group.

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## **DLA Piper (Canada) LLP welcomes four new partners**

2 JAN 2019

DLA Piper (Canada) LLP welcomes four new additions to the partnership, effective January 1, 2019.

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## **DLA Piper (Canada) LLP recognized in 2019 *Legal 500 Canada guide***

7 DEC 2018

DLA Piper (Canada) LLP is pleased to announce that 42 firm lawyers across 17 practice areas have been recommended in the latest edition of the *Legal 500 Canada*.

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## **DLA Piper Canada recognized by *Chambers Canada 2019***

27 SEP 2018

DLA Piper (Canada) LLP is pleased to be recognized as an industry leader in the 2019 edition of *Chambers Canada*. With 34 lawyers recognized across 20 practice areas, this is DLA Piper Canada's strongest showing to date.

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## Best Lawyers in Canada 2019 recognizes 72 DLA Piper (Canada) LLP Lawyers

22 AUG 2018

DLA Piper (Canada) LLP is pleased to have once more increased its rankings in the 2019 edition of *Best Lawyers*, with close to one-third of the firm's lawyers recommended as leading practitioners in Canada across key practice areas.

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