



## Employment

DLA Piper's global employment practice advises clients worldwide on employment legislation, helping them meet their workforce objectives.

We partner with our clients, wherever they do business, to find solutions and manage risk in relation to their employment, incentives and pensions legal challenges and objectives.

With lawyers across the Americas, Asia Pacific, Europe, Africa and the Middle East, our global employment team is one of the largest in the world, with one of the widest geographical footprints of any international law firm.

We can assist with:

- Acquisitions
- Outsourcings
- Expansions or reductions-in-force
- Local or international employee relations
- Data privacy or data protection
- Local, cross-border or collective litigation
- Local or multi-jurisdictional compliance
- Risk management

Our clients range from startups to emerging multinationals and some of the biggest and best-known global brands in the world. We work with our clients locally, internationally and across borders. Our global reach and local knowledge means that we can partner with clients to drive consistency, deliver cost savings and help them identify and manage their priorities and risk across multiple locations.

With market and economic shifts, new technology, globalisation and global mobility, a demand for more flexible workforces and ever-increasing scrutiny of compliance and ethics, the employment and labour challenges for multinationals are greater than ever.

### EXPERIENCE

- Advised a global client on drafting and implementing a Global Code of Conduct in over 50 jurisdictions
- Advised on implementing a 900 employee global restructuring, affecting employees in around 30 jurisdictions worldwide
- Advised a full service investment bank on global restricted stock award documentation encompassing restrictive covenants and notice periods applicable to 19 jurisdictions

### KEY CONTACTS

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### RELATED SERVICES

- International Corporate Reorganizations

- Acted for a global IT company providing legal project management and full cover HR advice in an outsourcing project which affected more than 400 employees in 15 countries and included collective consultation in several countries
- Acted for a global healthcare company in a cross border investigation and litigation involving the misuse of highly confidential information and a staff poaching in multiple jurisdictions
- Advised a global music company with the restructuring of its global workforce providing project support across 20-30 jurisdictions

## INSIGHTS

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### Publications

#### **Business Start-up Pack - UK**

18 JUN 2014

This Start-up Pack has been designed and prepared by DLA Piper's Technology Sector initiative, which includes lawyers with experience in intellectual property, corporate, employment and tax matters.

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#### **China relaxes visa requirements for foreign talents amid trade conflicts**

20 August 2019

This article highlights some key points of the new immigration rules that are relevant to multinational companies and individuals in China.

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#### **Dallas employees may not want to call in sick**

31 July 2019

An Austin-based conservative think tank filed suit this week against the City of Dallas arguing that the paid sick leave ordinance violates the United States Constitution.

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#### **Diversity and Inclusion - how does the retail sector fare in the boardroom?**

5 JUN 2019

With diversity and inclusion fast becoming a hot topic on the agenda for almost every business across the globe, there is no doubt that the requirement for a more diverse board is increasing.

The consumer goods and retail landscape is rapidly evolving. Now more than ever, consumers are seeking more diverse products from which to choose and a variety of different ways to shop. With the need for the overall customer experience to reflect this broadening diversity, is the sector sufficiently diverse to be equipped with the varied cultural knowledge and understanding to take on the challenge?

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#### **Israel Group News May 2019**

9 MAY 2019

### ISRAEL GROUP NEWS

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In this issue, our global activities, latest publications, coming events and more.

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### **Washington state HB 1450 is signed into law, limiting enforceability of non-compete agreements – key takeaways**

9 MAY 2019

The new prohibitions on non-compete agreements in Washington have the potential to greatly impact employers in the state both positively and negatively.

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### **Dallas passes ordinance requiring paid sick leave for private sector workers – key facts to know**

29 APR 2019

With the effective date rapidly approaching, companies with employees in the City of Dallas should become familiar with the ordinance and review their applicable policies.

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### **Be Aware UK: European Parliament approves law on more transparent and predictable employment for gig and other workers**

18 APR 2019

On 16 April the European Parliament voted to approve the Transparent and Predictable Working Conditions Directive.

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### **Top franchise developments of 2018**

11 APR 2019

DLA Piper IPT attorneys Barry Heller, John Hughes and Karen Marchiano recently conducted a webinar reviewing 2018's top franchise developments. Two stand out from the rest.

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### **Singapore: New guidelines on wrongful dismissal**

11 APR 2019

The Employment Act (Cap. 91) of Singapore (the EA) amendments came into effect on 1 April 2019 (the EA amendments).

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### **Be Global: February Employment Law 2019 Update**

28 FEB 2019

#### **BE GLOBAL SERIES**

The February edition of Be Global provides recent developments across EMEA, Asia Pacific and the Americas.

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### **Israel Group News**

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12 FEB 2019

## [ISRAEL GROUP NEWS](#)

In this issue, the rise of the Data Protection Officer, plus news and coming events.

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### **Be Global: Global Employment Law 2019 Preview**

31 JAN 2019

## [BE GLOBAL SERIES](#)

Our Global Employment Law 2019 Preview looks ahead to the key employment developments expected to come into effect in 2019 across Europe, Middle East and Africa, Asia Pacific and the Americas.

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

11 JAN 2019

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

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### **Latest changes to the Thai Labour Protection Act**

20 DEC 2018

The National Legislative Assembly of Thailand has just approved the latest amendment of the Thai Labor Protection Act on 13 December 2018.

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### **Be Global: December 2018**

17 DEC 2018

## [BE GLOBAL SERIES](#)

The December edition of Be Global provides our 2018 Global Highlights - a compilation of the most significant employment developments and trends in Europe, Middle East and Africa, Asia Pacific and the Americas reported on GENIE this year.

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### **Be Global: November 2018**

3 DEC 2018

## [BE GLOBAL SERIES](#)

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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### **eSignature and ePayment News and Trends**

30 NOV 2018

## [ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

In this issue, a fintech Q&A with the team, plus the latest developments from the legislatures, the regulators and the courts

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## **Martial law is introduced in Ukraine starting from 26 November 2018**

28 NOV 2018

On 26 November 2018, the Parliament of Ukraine imposed temporary martial law in some regions of Ukraine approving respective Decree of the President of Ukraine. The martial law is introduced in response to escalation of Russian aggression in the Black Sea and the Sea of Azov. The Law will come into force only after it is officially published.

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## **UK parental bereavement leave consultation: Government response**

6 NOV 2018

The response covers the definition of "bereaved parent," how and when leave can be taken, and notice and evidence requirements.

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## **Be Global: October 2018**

5 NOV 2018

### **[BE GLOBAL SERIES](#)**

October 2018 employment law news, including the employee data protection in Germany, proposed changes to the Special Danish Stock Option Act, potential increase in social security contributions in Poland, and introduction to pay equality legislation in Canada.

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## **Israel Group News**

24 OCT 2018

### **[ISRAEL GROUP NEWS](#)**

In this issue, legal developments worldwide that affect this dynamic ecosystem.

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## **Hong Kong government announced labour developments in 2018 policy address**

15 OCT 2018

On 10 October 2018, the Chief Executive of Hong Kong, Carrie Lam, announced her 2018 Policy Address. The Policy Address notably addressed some key developments in the labour and discrimination law regimes in Hong Kong.

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## **Be Global: September 2018**

3 OCT 2018

### **[BE GLOBAL SERIES](#)**

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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## **Proposed changes to maternity leave entitlements under the Thai Labour Protection Act**

2 OCT 2018

The Thai Department of Labour Protection and Welfare (Thai Labour Department) is in the process of amending the maternity

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entitlements under the Labour Protection Act to be in line with International Labour Organization (or ILO) - Convention No. 183 that concerns maternity protection rights.

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## **Locals or Expats? Impact of Latest Reforms on Hong Kong, Macao and Taiwan Residents Working in Mainland China**

27 SEP 2018

On 3 August 2018, the State Council made an announcement (Announcement) to cancel several administrative permits, including the work permits for Hong Kong, Macao and Taiwan residents (HMT Residents). This was closely followed by a series of developments that changes how HMT Residents obtain employment, education and medical benefits in mainland China (China). However, various questions remain unresolved and employers should be alert about the heightened risks associated with having these individuals work in China in the meantime.

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## **New law adopted to facilitate division of Delaware LLCs**

24 SEP 2018

Recent changes to the law governing Delaware LLCs will facilitate the division of Delaware LLCs and potentially provides a valuable new tool in corporate reorganizations involving this type of entity.

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## **Be Global: July 2018**

3 AUG 2018

### **[BE GLOBAL SERIES](#)**

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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## **International HR and employee discipline issues in FCPA matters**

10 JUL 2018

Local laws, practices and cultural differences mean that the differences between investigations from one country to another, and the consequences of failing to understand them, can be significant. Here are some of the key considerations for multinational employers when they are conducting cross-border investigations.

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## **Be Global: June 2018**

7 JUL 2018

### **[BE GLOBAL SERIES](#)**

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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## **Be Global: May 2018**

1 JUN 2018

### **[BE GLOBAL SERIES](#)**

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This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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### **Legislative Developments in Spain Fourth Quarter 2017**

7 MAY 2018

We take a look at recent legislative developments in Spain and across EMEA. For the full update, please click on the article.

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### **Be Global: April 2018**

1 MAY 2018

[BE GLOBAL SERIES](#)

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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### **Be Global: March 2018**

29 MAR 2018

[BE GLOBAL SERIES](#)

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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### **Bondage, Enslavement, Servitude: New South Wales follows suit and proposes Modern Slavery Law**

22 MAR 2018

New South Wales has followed the Commonwealth's lead and introduced a Modern Slavery Bill 2018 into the New South Wales Legislative Council on 8 March 2018. The objects of the Bill include to combat modern slavery, to provide for an Anti-slavery Commissioner, and to mandate the reporting of risks of modern slavery occurring in the supply chains of certain corporate organisations.

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### **Dismissal for misconduct formality in Morocco: between law and case law**

15 MAR 2018

Under Moroccan labour law, case law plays a significant role in bridging the void left behind with regards to dismissal for misconduct. If the texts' interpretation by the magistrates has the merit of clarifying certain unclear provisions, it is nevertheless now more difficult to render the predictability of the application of the rules of law.

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### **Be Global: February 2018**

28 FEB 2018

[BE GLOBAL SERIES](#)

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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### **TechLaw Podcast: The disruptive impact of AI and automation technologies**

9 FEB 2018

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## TECHLAW PODCAST SERIES

What impact are AI and automation having on business operations - and workers themselves? And what impact will they have in the future? With DLA Piper partner and Technology Sector co-chair Kit Burden and Ashish Gupta, Corporate Vice President - ITO and Infrastructure Service Sales EMEA at HCL Technologies.

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### Be Global: On the Horizon in 2018

31 JAN 2018

#### BE GLOBAL SERIES

In this January 2018 edition, we are pleased to provide you with a look ahead at the key changes expected to come into effect during the course of 2018.

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### Be Global: 2017 in review

20 DEC 2017

#### BE GLOBAL SERIES

In this month's edition of Be Global, we bring together a summary of the most significant international employment law developments from the past 12 months.

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### *Israel Group News*

7 DEC 2017

#### ISRAEL GROUP NEWS

Helping to create opportunities for Israeli companies by leveraging our global relationships.

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### Be Global November 2017

7 DEC 2017

#### BE GLOBAL SERIES

This month's Be Global looks at recent employment law developments across the Americas, APAC and EMEA.

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### How to gather snowflakes: big data, AI and predictive analysis of customers

15 NOV 2017

In this article, which accompanies an infographic covering 'How AI And Automation Are Transforming Retail', DLA Piper's lawyers consider big data and 'customer ownership' issues in the retail space, exploring the impact of big data, AI and predictive analysis of customers. This article, and the related infographic, also accompanies another article looking at the transformative impact of technology on retail and the supply chain, the likely reduction in the need for workers, inevitable HR issues that will arise and the dangers of getting 'locked in' to long term contracts in a fast-changing market.

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### Be Global October 2017

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1 NOV 2017

## BE GLOBAL SERIES

This month's Be Global looks at recent employment law developments across the Americas, APAC and EMEA.

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### Unexpected Human in the Bagging Area: the impact of automation on retail workforces

27 OCT 2017

I suspect most of us have had the experience from time to time - you're looking to buy something a little bit out of the ordinary, and don't really know where to start. Two stories I heard recently neatly illustrate how that can result in both good and bad experiences. One story involves a teetotal friend looking to buy wine for a dinner party. His trip to a specialist vintner was frustrated by a condescending member of staff and resulted in my friend leaving the shop having not made a purchase. In contrast, another friend decided to take up running after being on maternity leave. She visited a running shop, was put at ease but a member of the sales team and left with trainers, clothes and gadgets.

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### Guide to Going Global: Employment

As business grows more global, the challenge for in-house counsel and HR professionals responsible for workforce issues and employment law compliance is intensifying. This guide is designed to meet that challenge head on and has been produced in response to feedback from clients in both established and emerging international businesses.

[Download](#)

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### Guide to redundancies and reductions in force in Asia Pacific

9 JUL 2013

The recent tough economic climate has seen high-profile companies around the world forced to take action and reduce their workforce in an effort to remain competitive.

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### Growing whistleblower activity calls for close employer attention to retaliation issues

7 MAY 2013

Careful consideration must precede adverse action against purported whistleblowers

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### Supply chain planning in the post-BEPS era: five questions for MNEs

22 JUL 2015

After BEPS actions are incorporated into OECD documents and local legislation, tax planning opportunities will still exist, but realizing the benefits of tax planning will require a greater emphasis on economic substance. One often-overlooked area of opportunity is tax-efficient supply chain planning.

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## Events

### Previous

#### **DLA Piper Global Employment Webinar: 2018 In Review and 2019 in Preview**

29 JAN 2019

Webinar

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#### **The Impact of the Trade Secrets Directive on the Media, Sport & Entertainment industry**

18 OCT 2018

Webinar

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#### **CLE webinar: Navigating the road to a global workforce**

9 MAY 2018

Webinar

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#### **Global Employment Webinar: 2017 in Review and 2018 Preview**

25 JAN 2018

Webinar

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## NEWS

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#### **DLA Piper advises Wipro Limited on the acquisition of International TechneGroup Incorporated**

10 July 2019

DLA Piper has advised Wipro Limited on its acquisition of International TechneGroup Incorporated (ITI), a global digital engineering and manufacturing solutions company.

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#### **DLA Piper advises Rolls-Royce on acquisition of Siemens' eAircraft business**

21 June 2019

DLA Piper has advised Rolls-Royce plc on the acquisition of Siemens' electric and hybrid-electric aerospace propulsion activities, eAircraft. The acquisition will accelerate the delivery of Rolls-Royce's electrification strategy and boost its ambition to play a major role in the "third era" of aviation. The completion of the transaction is expected in late 2019, following a period of employee consultation.

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

5 JUN 2019

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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 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 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.

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### **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.

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### **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.

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### **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.

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