



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

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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

Publications

HK Government considers designating coronavirus as an “occupational disease”

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).

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.

How to resume business amid the coronavirus outbreak

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.

Coronavirus: key employment legal issues for US employers

10 February 2020

Considerations and action steps for prudent employers.

Be Global: January Employment Law 2020 Update

5 February 2020

BE GLOBAL

Our latest Be Global gives you a comprehensive round-up of January's employment law developments, across all jurisdictions.

APAC employment issues arising out of the Coronavirus

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.

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.

Coronavirus and the workplace: what employers can do to prevent an outbreak

29 JAN 2020

Many employers have become accustomed to managing illness and influenza in the workplace, particularly in the winter months. However, health officials have recently identified a new strain of coronavirus that is cause for employers to revisit their workplace policies and practices to ensure continued worker health and safety.

China extends holidays for workers amid coronavirus outbreak

28 January 2020

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

New expat employment contracts in Morocco

3 January 2020

The ministerial decree of 19 April 2019 establishing a new template for foreign employment contracts allows foreign employees to be treated in the same way as Moroccan employees.

Pensions Round-Up November 2019

20 December 2019

PENSIONS ROUND-UP UK SERIES

In this edition of Pensions Round-Up we look at developments from November 2019 including an update to the Regulator's guidance on DB to DC transfers and conversions and a DWP consultation on simpler annual benefit statements.

Be Global – 2019 in review – 2020 preview

11 December 2019

BE GLOBAL

Our 2019 in review, 2020 preview compiles the most significant developments and trends across Europe, Middle East and Africa, Asia Pacific and the Americas in 2019 and looks ahead to the key changes expected to come into effect in 2020.

Key employment and HR issues arising out of the Hong Kong protests - an update

5 December 2019

Since March 2019, Hong Kong has seen an ongoing series of protests and demonstrations that have created unique business risks for HR professionals and senior leadership in Hong Kong/Asia. Many businesses continue to face employment and HR issues. Please read this article which summarises the key issues.

Pensions Round-Up October 2019

29 November 2019

PENSIONS ROUND-UP UK SERIES

In this edition of Pensions Round-Up we look at developments from October 2019 including a press release from the Regulator about record-keeping and data reviews, a CJEU judgment about equalisation and a High Court judgment about rectification.

Israel Group News November 2019

18 November 2019

In this issue, IP considerations in augmented reality and virtual reality, plus our global activities, latest publications, coming events and more.

Be Global: October Employment Law 2019 Update

1 November 2019

BE GLOBAL

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

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.

Be Global: September Employment Law 2019 Update

2 October 2019

[BE GLOBAL](#)

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

No-deal Brexit: Impact on employment law

1 September 2019

While a range of outcomes, including [a departure under the terms of the current Withdrawal Agreement](#), remains possible, it is important for businesses to plan for a no-deal Brexit, in which the UK leaves the EU without a withdrawal agreement or other deal. Here we look at the potential impact of a no-deal Brexit on employment law

No-deal Brexit: Impact on occupational pension schemes

1 September 2019

While a range of outcomes, including [a departure under the terms of the current Withdrawal Agreement](#), remains possible, it is important for businesses to plan for a no-deal Brexit, in which the UK leaves the EU without a withdrawal agreement or other deal. Here we look at the potential impact of a no-deal Brexit on employers and trustees of occupational pension schemes

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.

Be Global: July Employment Law 2019 Update

31 July 2019

[BE GLOBAL](#)

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

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.

Be Global: June Employment Law 2019 Update

2 July 2019
[BE GLOBAL](#)

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

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?

Be Global: May Employment Law 2019 Update

31 May 2019
[BE GLOBAL](#)

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

Israel Group News May 2019

9 MAY 2019
[ISRAEL GROUP NEWS](#)

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

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.

Be Global: April Employment Law 2019 Update

30 April 2019
[BE GLOBAL](#)

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

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.

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.

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.

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).

Be Global: March Employment Law 2019 Update

28 March 2019

[BE GLOBAL](#)

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

Be Global: February Employment Law 2019 Update

28 FEB 2019

[BE GLOBAL](#)

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

Israel Group News

12 FEB 2019

[ISRAEL GROUP NEWS](#)

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

Be Global: Global Employment Law 2019 Preview

31 JAN 2019
[BE GLOBAL](#)

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.

Global Employment Law Quiz 2019

11 JAN 2019
The annual quiz about global developments and trends in employment law.

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.

Be Global: December 2018

17 DEC 2018
[BE GLOBAL](#)

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.

Be Global: November 2018

3 DEC 2018
[BE GLOBAL](#)

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

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

Is the future of the settled status scheme hanging in the balance? Brexit: Deal or No Deal?

28 NOV 2018
Leaders of the EU27 Member States have now agreed the terms of the UK's withdrawal from the EU and the future relationship. The deal must now be approved by Parliament and their outcome will have an inevitable impact.

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.

Boardroom Brexit - the Withdrawal Agreement

21 NOV 2018

[BOARDROOM BREXIT](#)

In this edition we summarise the key takeaways you need to understand. In the next edition, we look at the framework for the future relationship, which is being negotiated in Brussels this week.

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.

Be Global: October 2018

5 NOV 2018

[BE GLOBAL](#)

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.

Israel Group News

24 OCT 2018

[ISRAEL GROUP NEWS](#)

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

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.

Be Global: September 2018

3 OCT 2018

[BE GLOBAL](#)

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

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

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.

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.

Be Global: July 2018

3 AUG 2018

[BE GLOBAL](#)

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

Israel Group News

26 JUL 2018

[ISRAEL GROUP NEWS](#)

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

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.

Be Global: June 2018

7 JUL 2018

[BE GLOBAL](#)

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

Be Global: May 2018

1 JUN 2018

[BE GLOBAL](#)

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

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.

Be Global: April 2018

1 MAY 2018

[BE GLOBAL](#)

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

Be Global: March 2018

29 MAR 2018

[BE GLOBAL](#)

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

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.

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.

Be Global: February 2018

28 FEB 2018

BE GLOBAL

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

Israel Group News

20 FEB 2018

ISRAEL GROUP NEWS

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

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

Law à la Mode

14 OCT 2013

LAW À LA MODE

A quarterly e-magazine from our Fashion, Retail & Design Group with the latest industry news, comment and legal updates.

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.

Growing whistleblower activity calls for close employer attention to retaliation issues

7 MAY 2013

Careful consideration must precede adverse action against purported whistleblowers

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.

Events

Upcoming

Share plan design – a whole new world

3 March 2020
Webinar

Previous

Global Employment Webinar: 2019 in Review and 2020 in Preview

30 January 2020
Webinar

Global Labor and Employment Forum

10 September 2019

2019 Ukraine changes to exchange control rules that impact employee stock options

5 FEB 2019
Webinar

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

29 JAN 2019
Webinar

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

18 OCT 2018
Webinar

CLE webinar: Navigating the road to a global workforce

9 MAY 2018
Webinar

NEWS

DLA Piper advises Guala Closures Group on the acquisition of the assets of Germany's Closurelogic

6 January 2020

DLA Piper has advised the Guala Closures Group, one of the world leaders in the production of security closures for spirits and aluminium closures for wines, as well as one of the major world producer and distributor of aluminium closures for the beverage industry, on the acquisition of the activities of Closurelogic GmbH, the German producer specialised in the aluminium closures.

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.

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.

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 expands new Dublin office with four-partner hire

9 JAN 2019

DLA Piper today announces the appointment of four new partners from highly-regarded Irish firms to its newly opened Dublin office into four key practice areas of Finance and Projects (F&P), Corporate, Intellectual Property and Technology (IPT) and Employment. These hires follow the appointment of Corporate partner David Carthy as Ireland Country Managing Partner in May 2018.

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 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.

In France

KEY ISSUES

Managing human resources with flexibility and pragmatism while maintaining a competitive advantage requires constant adaptability, particularly regarding increasingly complex legislation and ethical considerations.

Employment issues have gained increasing importance in the day-to-day operations and management of companies both in France and internationally. Having expert support has become a necessity and is a crucial part of project and risk management for companies.

HOW DLA PIPER CAN HELP

Managing your economic and strategic projects of reorganization and restructuring

- Corporate reorganization
 - Share purchase audit/acquisition

- Drafting and negotiation of social aspects of share purchase acts/acquisition
- Assistance in transition phases, post-closing integration and harmonization
- Restructuring and collective dismissal
 - Negotiating with employee representatives
 - Defense of corporate interests before local administrative authorities
 - Managing communication issues and crisis situations
 - Preparation and negotiation of collective agreements
 - Development and implementation of plans
 - Employment backup
 - Social aspects of collective proceedings
- International mobility of workers/outourcing
 - Monitoring the daily activities of your business and recurring contentious issues
 - Optimization of working time
 - Corporate presence in France
 - Structuring of compensation plans and employee savings
 - Strategy of accompanied departures - packages structuring
 - Advice and assistance on sensitive issues (harassment, obligation of results, security, psychosocial risks at work, compensation of inventions, protection of personal data and business alerts, etc.)
- Managing your network relationships
 - Election of employee representatives
 - Collective negotiation and support in managing relationships with the IRP and administrative authorities
 - Management of collective disputes (strikes, lockouts, sequestrations, etc.)
- Defending your interests with the judiciary and in dealings with administrators
 - Defense of companies and their leaders in all civil, administrative and criminal jurisdictions
 - Defense of companies in case of control/URSSAF recovery and labor Inspection visits

Our clients also benefit from our online resources with fast access to in-country, cross-border employment and labor law information assets that support fast and effective collaboration between DLA Piper experts and your team.

OUR TEAM

In France, our Employment team is comprised of 22 lawyers including four partners, and is a part of an international team of over 400 lawyers spread across more than 30 countries.

Thanks to our international platform we are able to combine our multidisciplinary and multi-jurisdictional knowledge to meet our clients' needs..

QUOTES

DLA Piper provides 'excellent service' and is entrusted by many large Anglophone and UK corporations. The 21-lawyer team deals with sensitive matters including restructurings, plant closures, mass redundancy issues as well as related litigation and also advises in the context of M&A transactions.

LEGAL 500 EMEA 2018