



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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- 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

ACTUALITÉS

Publications

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.

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.

No-deal Brexit: Impact on employment law

15 APR 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

15 APR 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

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 Aware March 2019

2 APR 2019

[BE AWARE BELGIUM SERIES](#)

In this publication we discuss if the draft interprofessional agreement is set in stone, a legal framework for the mobility budget since 28 February 2019, and work regulations do not need to mention the family allowances fund anymore.

Be Aware February 2019

7 MAR 2019

[BE AWARE BELGIUM SERIES](#)

Employers that employ at least 50 employees shall draw up an analysis report on the employee remuneration structure every two years in order to identify and evaluate any discrepancies in pay between men and women. This report shall then be discussed within the works council, or in the absence thereof, with the union delegation.

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.

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 Aware January 2019

11 FEB 2019

[BE AWARE BELGIUM SERIES](#)

Part of the reforms concerned the increased employability in the job market of dismissed employees having some seniority, in particular those entitled to a legal notice period (or corresponding legal indemnity in lieu of notice) of at least 30 weeks.

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.

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 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.

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.

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.

Dernières actualités en matière de Droit Social - Novembre 2018

20 NOV 2018

Nouvelles technologies et droit au respect de la vie privée du salarié, épargne salariale, prescription en matière sociale... l'équipe Droit Social de DLA Piper Paris vous propose un état des lieux des dernières évolutions jurisprudentielles et législatives en matière de Droit Social.

Le salarié et les nouvelles technologies : contours de la protection accordée par la Cour de Cassation au droit au respect de la vie privée

20 NOV 2018

Le droit au respect de la vie privée, protégé par l'article 8 de la Convention Européenne des Droits de l'Homme et l'article 9 du code civil, prend diverses formes en droit du travail.

Etat des lieux et mesures à venir pour une épargne salariale (intéressement et participation) version 2.0

20 NOV 2018

La participation et l'intéressement permettent aux entreprises de distribuer à leurs salariés des sommes représentant le fruit d'une bonne performance de l'entreprise.

La prescription en matière sociale : un point sur les évolutions jurisprudentielles

20 NOV 2018

A la demande de nombreuses organisations patronales, différentes réformes se sont succédées afin de « sécuriser » le droit du travail.

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 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.

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 SERIES](#)

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 SERIES

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 SERIES](#)

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

Be Global: May 2018

1 JUN 2018

[BE GLOBAL SERIES](#)

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 SERIES](#)

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

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.

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 SERIES](#)

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.

TechLaw Podcast: The disruptive impact of AI and automation technologies

9 FEB 2018

[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.

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.

Boardroom Brexit - the issues that really matter to your business

31 JAN 2018

[BOARDROOM BREXIT](#)

There was huge political impetus to move the Brexit negotiations on to the second phase in December last year, after unpromising negotiations in October and November. Had the European Council (EU-27 Heads of State) not agreed to do so, the chances of a negotiated outcome would have faded significantly.

DLA Piper's white book on digital transformation in free-view access

3 JAN 2018

In April 2017, Paris office launched the *Guide du Numérique* (DLA Piper 180 pages white book on digital transformation) co-edited with the leading business magazine Option Finance, aimed at summarizing in one 'white book' the main legal topics and issues regarding the digital transformation.

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.

Israel Group News

7 DEC 2017

ISRAEL GROUP NEWS

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

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.

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.

Be Global October 2017

1 NOV 2017

BE GLOBAL SERIES

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

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.

Ordonnances Macron : compte professionnel de prévention (4/4)

27 SEP 2017

La cinquième ordonnance est relative à la prévention et la prise en compte des effets de l'exposition à certains facteurs de risques professionnels et au compte professionnel de prévention.

Ordonnances Macron : la négociation collective (3/4)

22 SEP 2017

Une vingtaine de décrets devraient être publiés avant la fin de l'année pour une application effective des dispositions le 1er janvier 2018. En voici les principaux éléments.

Ordonnances Macron : la fusion des instances représentatives du personnel (2/4)

21 SEP 2017

L'ordonnance supprime quelques coquilles présentes dans son projet et apporte plusieurs modifications et précisions notamment en ce qui concerne ses mesures transitoires.

Ordonnances Macron : prévisibilité et sécurisation (1/4)

20 SEP 2017

L'ordonnance relative à la prévisibilité et sécurisation des relations de travail aborde des thèmes articulés autour de six titres.

Overview of Macron reform law

18 SEP 2017

Through a comprehensive short slideshow, discover the key challenges and timeframe of the Macron Labour Reform Bill.

Actualité de la rupture conventionnelle - premier semestre 2017

13 SEP 2017

A l'issue de près de dix années de pratique, la jurisprudence relative à la rupture conventionnelle commence à être bien cadrée : si, sur le fond, le principe de la rupture est admis dans la plupart des situations, même conflictuelles, le juge opère néanmoins un contrôle approfondi du libre consentement des parties, et en particulier de celui du salarié.

Lettre de licenciement : formalisme, quand tu nous tiens !

13 SEP 2017

"Lorsque l'employeur décide de licencier un salarié, il lui notifie sa décision par lettre recommandée avec avis de réception". Ce sont les termes de l'article L. 1232-6 du Code du travail. Le Code du travail établit clairement le fait qu'il revient à *"l'employeur"* de notifier le licenciement.

Renforcement du dialogue social - les projets d'ordonnances ont été publiés

13 SEP 2017

Le Gouvernement a dévoilé, le 31 août 2017, les cinq projets d'ordonnances pris en application de la loi d'habilitation pour le renforcement du dialogue social, qui a été validée sans réserve par le Conseil constitutionnel le 7 septembre dernier.

In the latest issue of *Israel Group News*

11 SEP 2017

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.

Nouvelle procédure pour les contrats de travail des étrangers

21 AUG 2017

L'emploi de travailleurs étrangers au Maroc est soumis à des procédures et formalités particulières permettant l'obtention d'un permis de travail (autorisation du Ministère du Travail). En effet, l'article 516 du Code du Travail dispose que: " *Tout employeur désireux de recruter un salarié étranger doit obtenir une autorisation de l'autorité gouvernementale chargée du travail. Cette autorisation est accordée sous forme de visa apposé sur le contrat de travail*". L'obligation d'obtenir une autorisation de travail est d'ordre public.

What will the European General Data Protection Regulation mean for Canadian employers?

21 AUGUST 2017

CANADA IN FOCUS

If you are an employer in Canada, you need to be aware of the European General Data Protection Regulation ("GDPR") which will come into force in the spring of 2018. Organizations with employees in Europe will need to be compliant with the GDPR in accessing and using the personal data of any European employees.

Be Global May 2017

2 JUN 2017

BE GLOBAL SERIES

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

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 SERIES

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.

Evènements

Récemment

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

Global Employment Webinar: 2017 in Review and 2018 Preview

25 JAN 2018
Webinar

Les Ordonnances Macron, enjeux et perspectives : vers une France plus attractive ?

14 DEC 2017
Paris

NEWS

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 conseille Vilmorin dans le cadre de l'acquisition d'advanseed

8 AUG 2018

DLA Piper a conseillé Vilmorin SA filiale du groupe Limagrain, dans le cadre de l'acquisition de la société danoise AdvanSeed, une société spécialisée dans le développement de semences, dont le capital est racheté intégralement à ses fondateurs.

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.

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 launches new platform for *Guide to Going Global* series

20 SEP 2017

DLA Piper has launched a new platform featuring its *Guide to Going Global* series, an online resource designed to help companies operating and growing their international businesses.

DLA Piper advises Carlyle Group on acquisition of Prima Solutions

6 SEP 2017

DLA Piper is advising global alternative asset manager, The Carlyle Group, on its acquisition of French insurance software vendor Prima Solutions for an undisclosed amount.

DLA Piper advises Link Group on £888 million (AU\$1.49 billion) acquisition of Capita Asset Services

10 Jul 2017

DLA Piper has advised Australian company Link Group (ASX: LNK) on the acquisition of UK-based Capita Asset Services division (CAS) of Capital Plc for £888 million (AU\$1.49 billion). Link Group was selected as the successful bidder following a competitive sale process. DLA Piper also advised Link Group on the related acquisition debt financing of £485 million (AU\$815 million).

DLA Piper a conseillé le groupe international allemand HOYER dans le cadre de son acquisition de l'activité de "conteneurs intermédiaires" de Ermewa, filiale du groupe SNCF Logistics

7 Jul 2017

DLA Piper a conseillé le groupe Hoyer, leader mondial du transport de marchandises liquides, dans le cadre de son acquisition de l'activité de "conteneurs intermédiaires" de Ermewa, filiale du groupe SNCF Logistics.

DLA Piper advises Beijing BDStar Navigation Co., Ltd on the purchase of an interest in the in-tech Group

19 Jun 2017

DLA Piper has advised BDStar as part of a bidding procedure on the acquisition of an interest in the company in-tech GmbH, a supplier for the digitization and the development in the area of automotive, machinery and transportation systems.

DLA Piper berät Beijing BDStar Navigation Co., Ltd beim Erwerb von Anteilen an der in-tech Gruppe

19 Jun 2017

DLA Piper hat die BDStar beim Erwerb einer Beteiligung an der in-tech GmbH, einem international agierenden Spezialisten für Digitalisierung und Entwicklung in den Branchen Automotive, Maschinenbau und Verkehrssysteme, beraten.

En France

VOS ENJEUX

Gérer le capital humain avec un maximum de souplesse et de pragmatisme afin de faire face aux contraintes de marché, et rester compétitif dans un contexte économique demandant une adaptabilité permanente, tandis que parallèlement s'exerce un contrôle de plus en plus strict au regard du respect de la législation et des règles éthiques applicables.

Depuis plusieurs années, les enjeux sociaux ont ainsi pris une part prépondérante dans la gestion et le fonctionnement quotidiens des entreprises, qu'elles soient en France ou à l'étranger. Pour ces acteurs économiques, être étroitement accompagnés par des experts est souvent devenu une nécessité pour mener à bien leurs projets tout en appréhendant et limitant les risques qui peuvent en découler.

NOS DOMAINES D'INTERVENTION

Nous intervenons ainsi à vos côtés :

- Dans la gestion de vos projets économiques et stratégiques de réorganisation et de restructuration
 - Réorganisation d'entreprise
 - Audit de cession/acquisition
 - Rédaction et négociation des aspects sociaux des actes de cession/acquisition
 - Assistance aux phases de transition, intégration et harmonisation post-closing
 - Restructuration et licenciement collectif
 - Négociation avec les représentants du personnel
 - Défense des intérêts de l'entreprise devant les autorités administratives locales
 - Gestion des enjeux de communication et situations de crise
 - Elaboration et négociation des accords collectifs
 - Elaboration et mise en oeuvre des plans de sauvegarde de l'emploi
 - Aspects sociaux des procédures collectives
 - Mobilité international des salariés / Outsourcing
- Dans le suivi de la vie sociale quotidienne de votre entreprise et les sujets sensibles récurrents
 - Optimisation des outils de durée du travail
 - Implantation de l'entreprise en France
 - Structuration des plans de rémunération et épargne salariale
 - Stratégie et accompagnement des départs - Structuration des packages
 - Conseil et assistance sur les problématiques sensibles (harcèlement, obligation de sécurité, de résultat, risques psycho-sociaux au travail, rémunération des inventions, protection des données personnelles et alertes professionnelles, etc.)
- Dans la gestion de vos relations collectives
 - Elections des représentants du personnel
 - Négociation collective et accompagnement dans la gestion des relations avec les IRP et les autorités administratives
 - Gestion des conflits collectifs (grèves, lock-out, séquestrations, etc.)
- Dans la défense de vos intérêts devant les juridictions et dans vos relations avec l'administration
 - Défense des entreprises et leurs dirigeants devant toutes les juridictions civiles, administratives et pénales
 - Défense des entreprises en cas de contrôle/redressement URSSAF et visites de l'Inspection du travail

Nos clients bénéficient en outre d'un accès électronique libre à nos publications et sites internet spécialisés pour une information ciblée à jour et en continu. Cette actualité est régulièrement alimentée par des sessions de formations, webinars et "petits déjeuners débats" animés par notre équipe.

NOTRE ÉQUIPE

À Paris, notre équipe Droit Social, spécialement mobilisée sur ces enjeux, compte 22 avocats, dont 4 associés, et fait partie

intégrante d'une équipe internationale de plus de 400 avocats spécialisés répartis à travers plus de 30 pays .

Afin de répondre à toutes les demandes de nos clients, qu'ils soient français ou étrangers, nous sommes à même d'associer des compétences pluridisciplinaires et multi juridictionnelles grâce à notre plateforme internationale.

QUOTES

DLA Piper fournit 'd'excellentes prestations' qui emportent la confiance de grands groupes anglais et anglo-saxons. L'équipe de plus d'une vingtaine d'avocats traite des dossiers sensibles, liés à des projets de restructuration et de fermeture de sites, des licenciements collectifs et au contentieux. Elle intervient également dans le contexte d'opérations de fusions-acquisitions. Adobe, Associated Press, Atmel et EasyJet sont clients. A la tête de l'activité, Philippe Danesi est 'très disponible et délivre des conseils clairs et concis auprès de clients internationaux'. Bijan Eghbal, Marine Gicquel et Jérôme Halphen sont également recommandés.

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