



雇佣关系

我们的全球雇佣关系部门向全球各地的客户提供法律意见、咨询和协助，帮助他们达成用人目标，是他们的亲密合作伙伴。

随着市场和经济发生变化，新科技层出不穷、全球化和全球人才流动持续上升，企业对提高劳动力灵活性的需求增加，而商界面对合规和道德规范的审查也不断提高，这使跨国企业在处理雇佣关系和劳工事务时，面临越来越大的挑战。

我们在众多领域拥有丰富的经验，涵盖收购、外包、增聘人手或裁员、本地或国际劳资关系、资料保密或资料保护、本地、跨境或集体诉讼、本地或多司法管辖区域的合规和风险管理。客户无论有甚么需要，我们都能提供帮助。

凭借遍布美洲、欧洲、中东、非洲和亚太地区的律师，我们的全球雇佣关系部门堪称世界上规模最大、覆盖地域最广的国际律师事务所团队之一。我们与涉足各个业务领域的客户并肩合作，在他们处理雇佣关系、激励和退休金的法律问题和完成相关目标时，提供解决方案和管理有关风险。

我们的客户涵盖新成立及新兴的跨国企业，以及全球一些最大和最知名的国际品牌。我们与客户开展本地、国际和跨境合作。凭借我们的全球实力和对本地市场的认识，我们能够与客户携手合作，确保在业务上达到一致性、节省成本，并帮助他们在多个地区辨识和管理好风险与要优先处理的工作。

EXPERIENCE

- 为一名全球客户起草和实施在50多个司法管辖区通用的《全球行为守则》提供咨询服务
- 就实施一项涉及900名雇员、影响全球近30个司法管辖区的全球重组工作提供咨询服务
- 为一家全能型投资银行就适用于19个司法管辖区的全球受限股票授予文件(包括限制性契约和通知期)提供咨询服务
- 代表一家全球信息技术公司提供法律项目管理服务，以及就一个影响15个国家超过400名员工的外包项目提供全面的人力资源法律意见，包括在数个国家开展集体咨询
- 代表一家全球医疗保健公司行事处理一个涉及误用高度机密信息，及在多个司法管辖区挖角行为的跨境调查和诉讼
- 就一家环球音乐公司的全球员工重组工作提供咨询服务，在20至30个司法管辖区提供项目支持

见解与洞察

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著作发表

Be Global – 2019 in review – 2020 preview

11 December 2019

[BE GLOBAL SERIES](#)

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.

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.

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.

Employment issues arising out of the Hong Kong protests

5 August 2019

On 16 June, some estimates suggest almost 2 million people marched in support of calls for the Hong Kong government to withdraw its controversial Fugitive Offenders and Mutual Legal Assistance in Criminal Matters Legislation (Amendment) Bill (the Extradition Bill).

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.

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?

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.

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).

Employers face tougher penalties for sex discrimination in China

22 MAR 2019

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

Mainland and Hong Kong Courts will Enforce Each Other's Judgments on Labour and Employment Matters for the First Time

18 MAR 2019

On 18 January 2019, PRC Supreme People's Court and the Government of the Hong Kong Special Administrative Region signed the Arrangement on Reciprocal Recognition and Enforcement of Judgments in Civil and Commercial Matters by the Courts of the Mainland and of the Hong Kong Special Administrative Region

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 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.

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.

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.

HR Magazine quotes Johnny Choi in article on data protection

25 MAY 2018

APAC companies must reassess how data is stored

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.

China's State Council Issues Trial Measures for Transferring IPR Overseas: Is There Need for Alarm?

16 APR 2018

On March 29, 2018, the State Council published the Notice on Promulgating the Relevant Measures for Transferring Intellectual Property Rights (IPR) Overseas (For Trial Implementation) ("Trial Measures").

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.

Pratt, Jon Vaughan Merrick and Barclays Capital Asia Limited: the fight for the unvested bonuses continues

26 MAR 2018

The Tadjudin ruling in 2015 highlighted the willingness of the courts to imply an 'anti-avoidance' term into contracts to protect against terminations aimed at depriving executives of bonuses or vesting of benefits.

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.

Recent Developments in the Regulation of Employment Agencies

1 MAR 2018

There have been some key developments in relation to the regulation and licensing of employment agencies. Recent enforcement action by the Commissioner for Labour also evidences a growing trend towards closer monitoring of the activities of EAs and a willingness to revoke or fail to renew licenses for EAs who fail to comply with the required standards and regulations.

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.

2018 Asia Employment Law Forecast

9 FEB 2018

Attached is our preview of some of the key Asia Employment Law developments upcoming as we move into 2018. We hope you find this guide useful.

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.

Blacklist introduced for Operating Business in China Without License

25 JAN 2018

Foreign companies intending to hire workers and operate in China without registering a legal entity (e.g. a representative office or wholly-owned subsidiary) should be aware that they may be put on a blacklist that is being set up by the Chinese government.

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.

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.

Law á la Mode

31 JUL 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.

会议与演讲

近期举行

Global Labor and Employment Forum

10 September 2019

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

新闻

Advising Atlas Ventures on Workmate Series A fundraising

15 November 2019

DLA Piper advised Atlas Ventures as lead investor in the USD5.2 million Series A fundraising of Workmate, a leading on demand staffing platform operating in Thailand and Indonesia.

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

5 JUN 2019

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

DLA Piper announces partnership promotions for 2019

1 APR 2019

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

DLA Piper appoints two directors in South Africa

12 SEP 2018

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

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

24 MAY 2018

DLA Piper has been named International Law Firm of the Year in Ukraine at the 2018 Legal Awards, held by Yuridicheskaya

Practika Publishing House. This is the fifth time the office has won the award.

DLA Piper advises Beijing Enterprise Water Group on acquisition of TRILITY

5 MAY 2018

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

DLA Piper announces partnership promotions for 2018

3 APR 2018

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

DLA Piper wins four China Business Law Awards

5 MAR 2018

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

Businesses still not fully aware of Data Protection issues

31 JAN 2018

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