



Global Employment Law Compliance

The growing global focus on anti-corruption and corporate misconduct, data privacy, business and supply chain ethics, as well as aggressive enforcement by regulatory authorities in the US, China and beyond, puts compliance at the top of many of our clients' agendas. Robust compliance programmes are more important now than ever to reduce employment legal risk.

Managing global employment legal compliance is a key priority for many in-house employment counsel and human resources teams within multinational businesses. The challenge becomes all the tougher for those overseeing multiple jurisdictions, and having to contend with myriad laws, regulatory requirements and distinct cultural approaches and preferences across both mature and developing markets.

While the challenge is clear, the solution is not always simple. In a globally integrated business, there can be pressure to develop a one-size-fits-all approach, which will not always translate locally.

We advise our multinational clients regularly on these issues, from the emerging multinational expanding into new markets for the first time, to the mature Fortune or FTSE 100 company reviewing its program in the wake of an FCPA (Foreign Corrupt Practices Act) investigation. We work with our clients to plan the best approach for their business and partner with them through implementation and beyond.

CAPABILITES

We advise on:

- Global employment policies and procedures
- Codes of conduct
- Data privacy and data protection
- Whistleblowing protection and hotlines
- Regulatory investigations
- Wage and hour
- Employee misclassification
- Employee benefits
- Harassment and discrimination
- Immigration and employee mobility

KEY CONTACTS

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RELATED SERVICES

- Litigation, Arbitration and Investigations

EXPERIENCE

- Advised a global retail bank on drafting and implementing a Global Code of Conduct in over 50 jurisdictions
- Advised a household IT company with the labour and employment issues relating to its global expansion, including employment documentation, global policies and procedures and global employment law compliance generally
- Acted for a major electronic trading corporate in relation to a highly sensitive investigation of its Senior Compliance Officer concerning covering advice on regulatory aspects, reporting requirements as well as exit strategy
- Acted for various listed companies on compliance with the Listing Rules, Combined Code and NAPF/ABI guidelines on the terms of appointment and service agreements for directors and on sensitive exits and board room disputes
- Reviewed an international defence company's Global Ethics Policy with a view to roll out and internal training programmes to ensure compliance
- Advised a global IT company on its Remote Working Policy and Cash Bonus Policy, across multiple European jurisdictions in relation to the client's remote working policy, ensuring compliance and the adherence to best practice

INSIGHTS

Publications

Is it time for Puerto Rico's minimum wage to increase?

8 October 2019

Bill 2264 would increase the minimum wage for private sector employees in Puerto Rico to \$8.25 per hour.

Puerto Rico: being charged with a felony can be just cause for dismissal

10 MAY 2019

The Supreme Court of Puerto Rico found that an employer may establish rules it considers reasonable and that while a person is presumed innocent in criminal proceedings, that presumption does not extend to the employment context.

NEWS

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.

Cecilia Guzmán-Barrón joins DLA Piper's Labor and Migratory practice in Peru

3 JUL 2018

DLA Piper announced today that Cecilia Guzmán-Barrón has joined DLA Piper Pizarro Botto Escobar in Peru as a partner and leader of the Labor and Migratory practice.

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.
