



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

NEWS

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 KRAHN on acquisition of eMBe Products & Service

26 June 2019

DLA Piper has advised chemical distributor KRAHN Chemie GmbH on its acquisition of eMBe Products & Service GmbH, one of the leading additive manufacturers for the ceramics and powder metal industry in Europe.

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 advises Stillfront Group on acquisition of German game developer Playa Games GmbH

14 DEC 2018

DLA Piper has advised the Swedish company, Stillfront Group AB, on its acquisition of Hamburg-based Playa Games GmbH.

DLA Piper advises Columbia Capital, LLC in its US\$21 million equity investment in Resilience360

13 NOV 2018

DLA Piper represented Columbia Capital, LLC in its US\$21 million equity investment in Resilience360 GMBH.

DLA Piper named Employment Law Firm of the year

26 OCT 2018

DLA Piper has been named Employment Law Firm of the Year, at this year's JUVE Awards, held in the Alte Oper, Frankfurt am Main.

DLA Piper advises DASAN Zhone Solutions on intended acquisition of KEYMILE

24 OCT 2018

DLA Piper has advised NASDAQ-listed DASAN Zhone Solutions (DZS), a global leader in fiber access transformation for enterprise and service provider networks, on its intended acquisition of KEYMILE, a leading solution provider and manufacturer of telecommunication systems for broadband access.

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 advises Verivox on the acquisition of digital insurance manager app from Getsafe

12 SEP 2018

DLA Piper has advised Verivox on the takeover of a brokerage business and the insurance manager app solution from Getsafe. The app enables customers to manage existing insurance contracts digitally, receive advice online and acquire new insurance policies.

DLA Piper advises Nemetschek on acquisition of MCS Solutions

31 AUG 2018

DLA Piper has advised the software supplier Nemetschek SE on the acquisition of the real estate and facilities technology firm MCS Solutions in Belgium, Sweden, India and the USA. The acquisition sees Nemetschek SE gain access to the rapidly growing market in building management.

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 Praktika 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.

DLA Piper advises the founding shareholders of Deekeling Arndt Advisors on sale to Havas Group

25 JAN 2018

DLA Piper has advised the founding shareholders of Deekeling Arndt Advisors in Communications GmbH (DAA) on the sale of the majority of their shares to Havas Group. The founders Egbert Deekeling and Olaf Arndt who prior to the transaction held the majority of shares and also lent their names to DAA, will remain in charge over the long term and continue to head over the company's operative business as shareholders and managing directors. The company name will also remain unaffected.

DLA Piper advises Active Ownership Capital on the acquisition of brake system manufacturer PINTSCH

BUBENZER

25 JAN 2018

DLA Piper has advised the Luxembourg-based investment company Active Ownership Capital on the acquisition of PINTSCH BUBENZER, a leading provider of industrial brakes and subsidiary of Schaltbau Holding AG.

DLA Piper advises Bernhard Schulte Group on the acquisition of Pronav

12 JAN 2018

DLA Piper has advised the Bernhard Schulte Group on its acquisition of 100 per cent of the shares in the LNG ship manager Pronav. The transaction is still subject to approval by the German Federal Cartel Office (Bundeskartellamt) and is expected to be completed in February.

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.
