



# 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 a 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.

## RELATED SERVICES

- Litigation, Arbitration and Investigations

## CAPABILITIES

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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

## EXPERIENCE

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- 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 corporation 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, ensuring compliance and the adherence to best practices

## INSIGHTS

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### Publications

#### **Hong Kong government approves catering sector one-off subsidy**

22 April 2020

The Hong Kong government's Finance Committee met on Friday and Saturday to discuss and approve further details surrounding its Anti-epidemic Fund.

The Committee approved the terms of a government paper published last week which clarifies certain additional details in relation to the one-off subsidy for the catering sector as set out below. This is a new development following our previous alert, which was published on 10 April.

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#### **Proposed amendments to Hong Kong's Employment Support Scheme**

21 April 2020

The Hong Kong government's Finance Committee met today, Friday 17 April, to discuss and approve further details surrounding the Employment Support Scheme in response to coronavirus COVID-19.

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#### **Cost-cutting considerations in the time of COVID-19 (Part 3 – employment issues outside the US)**

7 April 2020

A deeper dive into various cost-saving measures and their viability for employers outside the US.

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#### **Coronavirus (COVID-19): ten practical steps for global employers, right now (Global)**

13 March 2020

These steps are not based on laws of any one jurisdiction but rather are designed to provide a global employer with themes to consider, understanding that what may be suitable for each employer may vary greatly depending on the employer's unique circumstances.

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## **HK Government considers designating coronavirus as an “occupational disease” (Hong Kong)**

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).

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## **NEWS**

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### **DLA Piper advises Heidelberger Druckmaschinen AG on the restructuring of the company pension scheme**

2 July 2020

DLA Piper has advised Heidelberger Druckmaschinen AG on the restructuring of the company pension scheme, covering all employees in Germany. This was agreed by the Management Board and employee representatives of the company together with the IG Metall trade union.

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### **DLA Piper announces partnership promotions for 2020**

30 April 2020

DLA Piper is proud to announce that 67 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2020 in the United States and May 1, 2020 for EMEA and Asia Pacific. The promotions have been made across many of the firm's practice areas in 35 different offices throughout 13 countries.

Across the firm's practices globally, Corporate saw the largest intake of new partners with 19 promotions, followed by Litigation and Regulatory with 15. Intellectual Property and Technology and Finance and Projects had ten and eight promotions respectively, while there were six in Real Estate. Tax and Employment both had four, and there was one in Restructuring.

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### **DLA Piper advises Heidelberger Druckmaschinen on package of measures to increase profitability**

20 March 2020

DLA Piper has advised Heidelberger Druckmaschinen AG on the comprehensive package of measures to increase its profitability which has been announced by the company. The aim is to reduce structural costs at short notice and to sustainably improve the company's profitability. This will significantly improve Heidelberg's financial stability.

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### **DLA Piper lawyers named Acritas Stars**

10 March 2020

Acritas has named over 200 DLA Piper lawyers as 2020 Acritas Stars. Now in its fourth year, Acritas Stars highlights the stand-out lawyers in private practice as nominated by clients around the world. More than 3,000 senior in-house counsel feed into the nomination process to give a comprehensive view of highly recommended lawyers across the globe.

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### **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.

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### **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.

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### **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.

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### **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.

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### **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.

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