



Bijan E. Eghbal

Partner

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Bijan Eghbal practices primarily in the area of French labour law, representing local and international clients doing business in France.

He is regularly solicited to contribute at strategic decision making at "C suite" level bringing constructive solution driven thoughts to the debate. His considerable experience includes handling several major collective dismissal transactions, also in the context of acquisitions or divestitures, arising from plant closings or the restructuring of manufacturing, distribution and other commercial or service activities. His work involves in particular the preparation of "social plans" and the monitoring of negotiations with employee and union representatives and with governmental labour authorities.

Bijan also assists clients with the preparation and negotiation of employment agreements including confidentiality and non-compete undertakings, the structuring of executive compensation and severance packages, the severance of individual employment contracts, the structuring of settlement proposals and agreements and the resolution of related disputes.

He advises clients on profit sharing agreements, salary and bonus policies, working hours (including the 35-hour workweek legislation), overtime, and internal rules of conduct. He supports clients in connection with the implementation and management of employee representative bodies (social and economic committees) and union delegates, collective negotiations and agreements, strike management, internal and external labour communications.

As pertains to data protection, Bijan's practice focuses on privacy matters relating to collection, storing and international transfer of personal data. He also regularly advises clients regarding the implementation of whistleblowing programs in France and of related codes of conduct, internal investigations arising in the context of harassment claims and the use of employer technology by employees.

- Intellectual Property and Technology
- Employment

- GENIE

English French

LANGUAGES SPOKEN

- English
- French

Professional Qualifications

- Avocat admitted to the Paris Bar

Recognitions

- Client Choice Award Lexology 2019
- Listed as Acritas Star™ Lawyer 2017, 2018, 2019, 2020, 2021
- Bijan is recommended by the Legal 500 and Chambers Europe year on year for his expertise in employment law and "receives considerable positive feedback", "nice to work with and always responsive" "he gives us options" and "really helps us get to the solution we need".
- "Bijan is very innovative and forward thinking. He was in the trenches with us with alternative fee arrangement years before other partners were willing to do so. He creatively supports us across a number of countries in Europe, so he has got great contacts, great representation, great reach" (Client quote to Acritas)

Education

- George Washington University law school 1988 M.C.L.
- University of Panthéon-Assas Paris II 1986

Memberships

- Elected as President of AmCham France (American Chamber of Commerce in France), 2020

INSIGHTS

Events

- Seminar: "Plus de parité pour mieux innover" – March 2020