



Employment

DLA Piper's global employment practice advises clients worldwide on employment legislation, helping them meet their workforce objectives.

We partner with our clients, wherever they do business, to find solutions and manage risk in relation to their employment, incentives and pensions legal challenges and objectives.

With lawyers across the Americas, Asia Pacific, Europe, Africa and the Middle East, our global employment team is one of the largest in the world, with one of the widest geographical footprints of any international law firm.

We can assist with:

- Acquisitions
- Outsourcings
- Expansions or reductions-in-force
- Local or international employee relations
- Data privacy or data protection
- Local, cross-border or collective litigation
- Local or multi-jurisdictional compliance
- Risk management

Our clients range from startups to emerging multinationals and some of the biggest and best-known global brands in the world. We work with our clients locally, internationally and across borders. Our global reach and local knowledge means that we can partner with clients to drive consistency, deliver cost savings and help them identify and manage their priorities and risk across multiple locations.

With market and economic shifts, new technology, globalisation and global mobility, a demand for more flexible workforces and ever-increasing scrutiny of compliance and ethics, the employment and labour challenges for multinationals are greater than ever.

EXPERIENCE

- Advised a global client on drafting and implementing a Global Code of Conduct in over 50 jurisdictions
- Advised on implementing a 900 employee global restructuring, affecting employees in around 30 jurisdictions worldwide
- Advised a full service investment bank on global restricted stock award documentation encompassing restrictive covenants and notice periods applicable to 19 jurisdictions
- Acted for a global IT company providing legal project management and full cover HR advice in an outsourcing project which affected

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- International Corporate Reorganizations

more than 400 employees in 15 countries and included collective consultation in several countries

- Acted for a global healthcare company in a cross border investigation and litigation involving the misuse of highly confidential information and a staff poaching in multiple jurisdictions
- Advised a global music company with the restructuring of its global workforce providing project support across 20-30 jurisdictions

AKTUELLES

Publikationen

Employment law in 5: 5 developments to read for June in less than 5 minutes

28 June 2022

5 developments to read for June in less than 5 minutes

Änderung des Nachweisgesetzes

28. Juni 2022

Hiermit möchten wir Sie über die am 23. Juni 2022 beschlossenen Änderungen des Nachweisgesetzes informieren. Die Bundesregierung hat hiermit die Richtlinie (EU) 2019/1152 über transparente und vorhersehbare Arbeitsbedingungen in der Europäischen Union vom 20. Juni 2019 (Arbeitsbedingungenrichtlinie) umgesetzt. Die neuen Vorschriften treten zum 1. August 2022 in Kraft.

***Dobbs v. Jackson Women's Health* : Implications for business of a post-Roe landscape**

23 June 2022

Dobbs raises a number of important questions for companies and entities.

Employment law in 5: 5 developments to read for June in less than 5 minutes

8 June 2022

5 developments to read for June in less than 5 minutes.

Gender Pay Transparency: An International Survey 2022

30 May 2022

Employers and governments around the world are increasingly focused on workplace pay and, in particular, the gender pay gap. Our 2021 Gender Pay Transparency International Survey highlights recent developments in this area across 35 jurisdictions.

EU Whistleblower Directive: Implementation Tracker - Whistleblowing Laws in Europe: An international guide

June 2022

Be Aware May 2022

25 May 2022

BE AWARE BELGIUM SERIES

This month's Be Aware covers the following topics:

- Withholding wages when employees damage company property: Reminder of the principles
 - What are the holiday entitlements for temporary agency workers?
-

Employment law in 5: 5 developments to read for May in less than 5 minutes

5 May 2022

5 developments to read for May in less than 5 minutes.

Major Relaxation of Singapore's COVID-19 Public Health and Workforce Vaccination Measures; Calls for Permanent Flexible Work Arrangements

29 April 2022

Singapore Relaxes COVID-19 Public Health and Workforce Vaccination Measures

On 22 April 2022, the Multi-Ministry Taskforce announced a major relaxation of Singapore's COVID-19 public health measures.

Be Aware April 2022

28 April 2022

BE AWARE BELGIUM SERIES

This issue discusses if wearing a face mask incorrectly can justify dismissal for serious cause, and what the EU Directive proposal on adequate minimum wages entails.

Israel Group News April 2022

28 April 2022

ISRAEL GROUP NEWS

In this issue, our global activities, latest publications, recent events and more.

US Citizenship and Immigration Services filing period now open for selected H-1B Visa registrants

20 April 2022

Selected registrants may now file a corresponding H-1B petition between April 1 and June 30, 2022.

Employment law in 5: 5 developments for April to read in less than 5 minutes

4 April 2022

5 developments to read for April in less than 5 minutes.

Be Aware March 2022

21 March 2022

BE AWARE BELGIUM SERIES

Since the adoption of CBA No. 90 of 20 December 2007, companies can set up a non-recurring bonus system linked to results. This bonus is tax exempt up to a maximum amount of EUR3,094 net in 2022 per calendar year and per employee.

Important Changes to Singapore's Immigration Framework

11 March 2022

In its recent 2022 Budget Statement, the Singapore Ministry of Finance announced that the framework for issuing work passes would be reviewed and updated to strengthen Singapore's workforce, and to ensure that incoming work pass holders meet the quality of Singaporeans in professional, managerial, executive and technical jobs (PMETs).

Employment law in 5: 5 developments for March to read in less than 5 minutes

7 March 2022

5 developments to read for March in less than 5 minutes.

Employment law in 5: 5 developments for February to read in less than 5 minutes

2 February 2022

5 developments to read for February in less than 5 minutes.

Be Aware - January 2022

26 January 2022

BE AWARE BELGIUM SERIES

Caution must be exercised following the latest recommendation on biometric data processing dated 1 December 2021 of the Data Protection Authority.

Israel Group News January 2022

24 January 2022

ISRAEL GROUP NEWS

In this issue, our global activities, latest publications, recent events and more.

Wahlen 2022 – Betriebsräte-

modernisierungsgesetz

21. Januar 2022

Im März 2022 finden die nächsten Betriebsratswahlen statt. Aus diesem Grund möchten wir Ihnen hinsichtlich der Wahlen einen Überblick über die Neuerungen durch das neue Gesetz zur Förderung der Betriebsratswahlen und der Betriebsratsarbeit in einer digitalen Arbeitswelt (BRMG), das im Juni 2021 in Kraft getreten ist, geben.

Global Employment 2021 in Review, 2022 in Preview

12 January 2021

These are challenging times for employers. As the world emerged from lockdowns in 2021, organizations the world over had to decide if and how to return employees back to workplaces safely.

Puerto Rico: new protocol for the management of COVID-19 cases in the workplace

11 January 2022

The protocol clarifies provisions of recent executive orders.

Global Employment Law Quiz 2022

6 January 2022

Test your knowledge of key developments over the last year – and catch up on those you may have missed.

Update to Singapore workforce vaccination measures; Vaccination a condition for work pass / PR applications

31 December 2021

On 26 December 2021, Singapore's Ministry of Health announced changes to the Workforce Vaccination Measures which are due to be implemented from 1 January 2022 onwards.

Global COVID-19 Vaccine Guide for Employers

22 December 2021

Updated on 21 January 2022

As the scientific response to the COVID-19 pandemic develops, many employers are considering what their approach should be to the issues around vaccination for their workforce, with a view to accelerating a return to some kind of normality. This is an area where law, guidance and best practice is likely to develop rapidly and there is no one-size-fits-all solution, particularly for multinational employers. The risks, challenges and benefits will vary depending on the profile of the workforce and nature and location of the business.

In our newly launched global guide we set out some of the key considerations with regard to requiring or encouraging employees to be vaccinated and highlight some of the differences in risk around the world. These are complex and evolving issues and the situation should be kept under review as vaccine programmes become more widely available, economies and borders begin to open up again and more people return to the workplace.

Be Aware - December 2021

20 December 2021

BE AWARE BELGIUM SERIES

The Belgian tribunal ruled that Deliveroo riders are independent contractors. The European Commission proposal relating to the establishment of a rebuttable legal presumption that individuals working for a digital work platform are working under an employment contract.

The EU's new whistleblowing regime – why it matters to UK businesses

15 December 2021

Friday 17 December 2021 marks a moment of divergence between the whistleblowing frameworks in the UK and EU, with the official implementation of the European bloc's new Whistleblowing Directive (Directive (EU) 2019/1937) (the Directive).

Employment law in 5: 5 developments for December to read in less than 5 minutes

9 December 2021

5 developments to read for December in less than 5 minutes.

Be Aware UK: COVID-19: Government implements Plan B-lite with new measures which impact on employers

29 November 2021

In an unexpected turn of events, the government has announced that it will be bringing in new COVID-19 restrictions for England this week.

Be Aware - November 2021

26 November 2021

BE AWARE BELGIUM SERIES

Although Belgian legislation does not expressly provide for employment protection for employees who are unfit for work (for long periods), in the event of dismissal during sick leave, the risk of it being considered a discriminatory dismissal based on the employee's health status is something to take into account.

Employment law in 5: 5 developments for November to read in less than 5 minutes

11 November 2021

5 developments to read for November in less than 5 minutes.

Be Aware - October 2021

27 October 2021

BE AWARE BELGIUM SERIES

Must the break granted to a worker during his or her work schedule be considered "working time" or "a rest period" within the meaning of Directive 2003/88?

Israel Group News October 2021

25 October 2021

ISRAEL GROUP NEWS

In this issue, our global activities, latest publications, recent events and more.

Thailand Ministerial Regulation in relation to Fixing Rates of Social Security Fund Contributions

7 October 2021

On 27 September 2021, the Minister of Labour has just issued the Ministerial Regulation in relation to Fixing Rates of Social Security Fund Contributions B.E. 2564 (2021) which shall be enforced in Thailand as of 1 September 2021 onwards.

Whistleblowing Laws in Europe: An international guide

June 2022

On September 25, 2019, the EU formally adopted the new EU Whistleblower Protection Directive (the Directive) designed to enhance protection for whistleblowers within the EU. The Directive is designed to provide common minimum standards across the Union and requires Member States to transpose it into national law by October 2021.

Thailand announces 3 months extension of social security contributions reduction

13 September 2021

Referring to the announcement of the Social Security Office in relation to the reduction of mandatory social security contributions effective from 1 June 2021 – 31 August 2021, on 8 September 2021, the Social Security Office has extended the reduction of mandatory social security contributions for another 3 months from 1 September – 30 November 2021.

New workplace sexual harassment laws passed – (some) Respect@Work recommendations become law

8 September 2021

After months of anticipation, the Australian Federal Government's Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021 has now passed both houses of Parliament. The amendment contains important reforms to address workplace sexual harassment.

Israel Group News August 2021

16 August 2021

ISRAEL GROUP NEWS

In this issue, our global activities, latest publications, recent events and more.

Anti-slavery and human rights obligations on corporations: impact on supply chains

5 August 2021

The past few years have seen rapid development in legislation targeting modern slavery and forced labor in various developed economies. This trend will only accelerate as multinationals increasingly focus on their sustainability and ESG goals.

Further assistance from the Social Security Office as Thailand heads to further lockdown

22 July 2021

Previously, the Social Security Office (SSO) announced the reduction of social security contributions for a period of three (3) months from 1 June 2021 – 31 August 2021 due to the third wave of COVID-19 cases in Thailand.

On 13 July 2021, the Cabinet approved additional relief measures to assist workers and entrepreneurs who are affected by the COVID-19 pandemic in 10 red-zone provinces, including Bangkok. On 20 July 2021, following the tightening of lockdown restrictions in Thailand, the Cabinet approved the expansion of relief measures from 10 red-zone provinces to 13 red-zone provinces (now including Chachoengsao, Chonburi and Ayutthaya).

Norway - Whistleblowing Laws in Europe: An international guide

EU Whistleblower Directive: Key provisions, SOX comparison and Actions for business

June 2022

Recent scandals such as the Luxembourg Leaks financial scandal and the Panama Papers have highlighted the important role that whistleblowers can play in exposing breaches of EU law.

Supplementary – Australia – Whistleblowing Laws in Europe: An international guide

This article will focus primarily on whistleblowing protections in the private sector, but it also provides an overview on the systems in place in the public sector below.

Sweden - Whistleblowing Laws in Europe: An international guide

Russia - Whistleblowing Laws in Europe: An international guide

Supplementary – United States – Whistleblowing Laws in Europe: An international guide

There are many US federal statutes that prohibit employers in the private sector from retaliating against whistleblowers, many of which

are sector or industry specific.

Belgium - Whistleblowing Laws in Europe: An international guide

Czech Republic - Whistleblowing Laws in Europe: An international guide

Denmark - Whistleblowing Laws in Europe: An international guide

Finland - Whistleblowing Laws in Europe: An international guide

France - Whistleblowing Laws in Europe: An international guide

Germany - Whistleblowing Laws in Europe: An international guide

Ireland - Whistleblowing Laws in Europe: An international guide

Italy - Whistleblowing Laws in Europe: An international guide

Luxembourg - Whistleblowing Laws in Europe: An international guide

Netherlands - Whistleblowing Laws in Europe: An international guide

Poland - Whistleblowing Laws in Europe: An international guide

Portugal - Whistleblowing Laws in Europe: An international guide

Slovak Republic - Whistleblowing Laws in Europe: An international guide

Spain - Whistleblowing Laws in Europe: An international guide

UK - Whistleblowing Laws in Europe: An international guide

Be Aware - May 2021

26 May 2021

[BE AWARE BELGIUM SERIES](#)

A few days before International Women's Day, the European Commission adapted a proposal for a directive to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms.

Be Aware UK: Update on legislative reforms impacting employers

25 May 2021

Employers may remember that back in the pre-COVID-19 world of July 2019, a series of consultation papers was published in quick succession in the final days of Theresa May's office as Prime Minister. These consultation papers sought views on a wide and varied range of proposals with a potentially significant impact on employers.

Can employers grant employees a one-off results-based bonus to incentivize them to get the COVID-19 vaccine?

25 May 2021

[REWARDS INSIGHTS](#)

The Belgian Federal Public Service Employment, Labour and Social Dialogue (FPS) is of the opinion that it would, in principle, not be possible to grant a one-off results-based bonus to incentivize employees to get the COVID-19 vaccine.

Reduction of Social Security contributions following third wave of COVID-19 in Thailand

25 May 2021

Following the resurgence of COVID-19 cases in March 2021, the Social Security Office announced the reduction of mandatory social

security contributions to be made to the Social Security Fund (SSF) to help ease the financial burden of employers and employees.

Is tax advice a taxable benefit in kind?

20 May 2021

REWARDS INSIGHTS

In international employment relations, it is common practice that the employer and the employee agree that a tax advisor chosen and paid for by the employer prepares the tax return of the employee. This suits both the employee and the employer.

Israel Group News May 2021

1 May 2021

ISRAEL GROUP NEWS

In this issue, our global activities, latest publications, recent events and more.

Be Aware April 2021

26 April 2021

BE AWARE BELGIUM SERIES

Now that many have become accustomed to working from home full-time as a result of the COVID-19 crisis, the question as to whether an employee can work from home abroad for an extended period sometimes arises.

Hong Kong Judgment affirms importance of properly documenting repatriation terms

26 April 2021

In the recent Hong Kong case of *Zhang Qiang v Cisco Systems (HK) Ltd* (HCA 1497/2010) [2021] HKCFI 694, the Court of First Instance upheld the binding nature of a repatriation agreement which meant a particularly uncooperative employee was not entitled to receive significant sums in connection with his repatriation back to Hong Kong.

Employee and independent contractor classification: Still the top legal issue in franchising

30 March 2021

Franchising rests on a basic premise that franchisees are independent contractors and not employees.

Be Aware UK: COVID-19: Furlough extended to 30 September 2021

3 March 2021

In his March 2021 Budget, the Chancellor has announced that the Coronavirus Job Retention Scheme (CJRS) will be extended to 30 September 2021. This is welcome news for employers, many of whom are not yet able to reopen, and it should assist them to retain employees, pending the anticipated easing of lockdown restrictions over coming months.

Be Aware UK: COVID-19: Government urges employers to test staff: 31 March deadline to register for free kits

1 March 2021

The Spring Response Roadmap published last week says that workplace testing will be an important mitigation as business starts to reopen from 12 April 2021. It also says that the government will update the COVID- Secure guidance to provide further advice on how businesses can introduce regular testing to reduce risk, but this hasn't happened yet.

COVID-19 Federal Benefit Access Tool

26 February 2021

You may access this publication in English [here](#).

Be Aware UK: New COVID-19 'cautious and irreversible' roadmap announced

22 February 2021

The Prime Minister has now outlined his "cautious and irreversible" roadmap out of the COVID-19 pandemic. The roadmap applies to England only.

Be Aware UK: Are you ready for the impending changes to the IR35 regime?

16 February 2021

With just two months to go until the changes to the IR35 regime come into force on 6 April, are you aware of what those changes will mean and do you have the necessary preparations in place?

Be Aware UK: Stale equality training will not provide employers with a defence to discrimination claims

9 February 2021

In the case of *Allay (UK) Limited v Gehlen*, the Employment Appeal Tribunal (EAT) has recently reinforced the importance of up-to-date equality training for employees.

Disputes, Issue 2

28 January 2021

DISPUTES

In this issue, we look at the split among the federal circuits over what it means to "exceed authorized access" in violation of the Computer Fraud and Abuse Act; the ways in which the federal courts apply the Supreme Court's recent limitations on equitable disgorgement; ways to mitigate liability risk in unauthorized financial transfers; considerations for employers as they develop policies regarding use of cannabis in their workforce; and the critical importance of escalation protocols in corporate whistleblower programs.

No firing for lighting up? Cannabis in the workplace

28 January 2021

Appropriately addressing cannabis usage in the workplace while navigating anti-discrimination protections for workers.

OECD publishes guidance on the tax impact of cross-border working arrangements during the COVID-19 pandemic

27 January 2021

Our observations on the new OECD guidelines and their implications for employers.

Israel Group News January 2021

19 January 2021

[ISRAEL GROUP NEWS](#)

In this issue, our global activities, latest publications, recent events and more.

Be Aware UK: Coronavirus: 2021 – Key information for employers as 2021 begins

5 January 2021

This was cemented on 4 January 2021 with the announcement by the Prime Minister of a new national lockdown, to take effect on 5 January 2021 (becoming law from 6 January 2021) and expected to last until at least mid-February 2021.

Boardroom Brexit: What the deal means for mobility

31 December 2020

[BOARDROOM BREXIT](#)

From 1 January 2021, freedom of movement between the United Kingdom and European Union will end. There are, however, some provisions in the TCA regarding the temporary movement of those carrying out business-related activities between the UK and EU.

Recording Working Hours: requirements across the European Union

21 December 2020

The Working Time Directive 2003 contains no time recording or record keeping obligations per se, but requires Member States to take measures necessary to ensure that workers are entitled to their Directive rights to rest breaks, rest periods, annual leave and limits on working hours.

Pensions Round-Up November 2020

18 December 2020

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including the Pensions Regulator's latest compliance and enforcement bulletin and a High Court judgment about GMP equalisation and past transfers out.

Be Aware UK: CJRS extended to end of April 2021 with no change to employer contribution levels

17 December 2020

In a surprise announcement on 17 December the Government made a further extension to the CJRS furlough scheme, extending it to the end of April 2021 and retaining the level of support at 80% of wages. The announcement comes on the same day that large parts of the country moved from Tier 2 to Tier 3 restrictions.

'All in' remuneration packages are not allowed

7 December 2020

REWARDS INSIGHTS

Contractual documents between employees and employers sometimes contain "all in" remuneration packages. The Employment Appeal Tribunal decided, in its judgement of 9 October 2018 (published this year), that "all in" remuneration packages are not allowed under Belgian law. Find out in this publication what this judgement exactly means.

Russia: New remote work law due in force on 1 January 2021, employers need to prepare now

7 December 2020

On 26 November 2020, the State Duma adopted a draft law amending the Labour Code of the Russian Federation (Labour Code) in relation to the regulation of distant (remote) working (Draft Law). The law is due to come into force on 1 January 2021.

Be Aware UK: Government consultation on non-compete covenants and exclusivity provisions

4 December 2020

The Government has today published two consultation papers looking at reforming the use by employers of exclusivity provisions and non-compete clauses in employment contracts.

Premiums granted for an anniversary can be an income tax-exempt benefit

4 December 2020

REWARDS INSIGHTS

The Belgian tax ruling authority indicated that the one-off premium, that an employer grants its employees in the framework of an annual personnel party to celebrate the anniversary of the company and to increase social cohesion, can be qualified as a social benefit exempt from income tax. Read in this insight the details about this ruling.

Mobility budget and working at home: Unexpected good friends?

2 December 2020

REWARDS INSIGHTS

The Act of 17 March 2019 concerning the introduction of a mobility budget allows workers to make their mobility more environmentally friendly under a beneficial tax and social security regime. Read in this publication how the legislation on the mobility budget should be applied in the current conditions where employees work at home.

New COVID-19 employment-related regulations in Romania: what changes?

10 November 2020

In the context of the fast increase of COVID-19 confirmed cases, as of 9 November 2020 and until 8 December 2020, Romania enforces new restrictive measures and regulations, prompting employers to adapt their activity to these new realities.

Be Aware UK: Coronavirus: JSS guidance (finally) published

3 November 2020

On Saturday 31 October 2020, the Prime Minister announced that the UK will enter into a second national lockdown with effect from Thursday 5 November 2020.

Global Guide to Remote Working

30 October 2020

While the mass global migration to home working started as a necessary temporary lockdown measure, as the pandemic continues to prevent a return to “normal” and businesses see the benefits, home working is fast becoming a permanent reality for millions of employees around the world.

Be Aware UK: UK government releases immigration Statement of Changes

28 October 2020

With only a matter of weeks to go until the Brexit transition period comes to an end, the UK government has now released its Statement of Changes to the UK Immigration Rules. The update formalises the previous government proposals set out in its July 2020 policy paper.

Puerto Rico: Legal and practical aspects of international arbitration

26 October 2020

Parties benefit from this legal framework to solve their disputes when conducting business in Puerto Rico.

USMCA investor-state dispute settlement provisions: Key differences for Mexico

26 October 2020

For ISDS claims, only after the local litigation requirement is fulfilled or 30 months have elapsed may certain substantive claims be brought against a state.

COVID-19 British Columbia Benefit Access Tool

21 October 2020

[CANADIAN EMPLOYMENT LAW UPDATES - COVID-19](#)

The B.C. Government has been announcing a series of measures to aid businesses and workers during this unprecedented time.

Revised Occupational Health and Safety Direction in respect of COVID-19

19 October 2020

On 1 October 2020 the Minister of Employment and Labour published a new consolidated COVID-19 Direction on Occupational Health and Safety in the Workplace (Directive) which replaces the Directive that was published on 4 June 2020.

China Enforces Tax Collection on Employees Working for Chinese-invested Enterprises Overseas

16 October 2020

With the recent IIT reform in 2019, and the introduction of a number of implementation rules (particularly the tax policy on overseas income), it appears the China tax authorities are taking a harder stance on how overseas income derived by China tax residents will be taxed in China, starting with Chinese expatriates working for Chinese state-owned enterprises.

Mental Health Matters: Managing Workplace Wellbeing across the Globe

8 October 2020

Our latest Mental Health Matters report looks at the international picture with country by country information to help clients identify the particular local obligations for the mental health and wellbeing of their staff that might apply to them.

Israel Group News October 2020

7 October 2020

[ISRAEL GROUP NEWS](#)

In this issue, our global activities, latest publications, recent events and more.

Mass layoffs and collective redundancies guide

6 October 2020

As COVID-19 continues to impact the global economy in unprecedented ways, companies that have had to scale back or shut down operations are bracing for what the next few months will bring, and what this means for their workforces. In this guide, we examine key considerations for employers looking to make permanent reductions in force across APAC.

Diversity and inclusion update: A landmark LGBT case and new laws on sexual harassment in China

22 September 2020

Diversity and inclusion ("D&I") are becoming increasingly important values in the management of today's multinational organisations. This article looks at a landmark case on transgender rights and recent changes on sexual harassment rules in China, which should be

relevant to organisations seeking to address D&I issues in the country.

Post-pandemic pensions problems

16 September 2020

Initial lockdown may now be drawing to a close, but in the pandemic climate, it appears that cash is king for the sponsoring employers of pension schemes. Many scheme employers are emerging from the quarantine period with an eye to the economy and are seeking to preserve cash given the various trading and liquidity pressures currently facing them.

Hong Kong Court of Appeal rules withholding of bonus and set-off for gross misconduct was unlawful

10 September 2020

It is well-known that deductions made from wages due to an employee are unlawful. Are bonuses due to an employee also subject to the same restriction against deductions from wages? Does an employer have the right to set-off any sums owed to it by an employee or will this violate section 32 of the Employment Ordinance?

Singapore: Tightening of work pass requirements

28 August 2020

The COVID-19 pandemic has severely affected business and employees all over the globe, including Singapore. Due to the generally weak job market and the unpredictable growth outlook, the Ministry of Manpower announced certain measures in a statement released on 27 August 2020 as summarized in this article.

Details of the second tranche of Hong Kong's Employment Support Scheme released

24 August 2020

On 18 August 2020 the Hong Kong government announced details surrounding the second tranche of the Employment Support Scheme. While the majority of the rules surrounding the second tranche remain largely the same as the first tranche, there are new penalties for employers who have fallen foul of a number of nebulous terms.

DLA Piper Employee Remuneration and Incentives Guide To Share Incentives

30 July 2020

Our Guide to Share Incentives provides a user-friendly and practical overview of the implementation and operation of the share incentive arrangements that are available to companies and is divided into ten sections

EU-US Privacy Shield is no more. What now for employers After Schrems II?

27 July 2020

The Court of Justice of the European Union (CJEU) has given its preliminary ruling in Schrems II - Data Protection Commissioner v Facebook Ireland Limited and Maximilian Schrems (Case C-311/18) in which it strikes down the EU-US Privacy Shield as a mechanism for transferring employees' personal data to the US.

Israel Group News July 2020

8 July 2020

[ISRAEL GROUP NEWS](#)

In this issue, our global activities, latest publications, recent events and more.

Law à la Mode: Falling foul of China's trademark system; Retailers need to prepare for the new EU Data Protection Regulation; and New developments in the framework of the copyright protection of handbags

2 FEB 2015

[LAW À LA MODE](#)

A quarterly e-magazine from our Fashion, Retail and Design Group with the latest industry news, comment and legal updates. This edition has been edited by our Italian colleagues.

Law à la Mode - Edition 14

24 OCT 2014

[LAW À LA MODE](#)

A quarterly e-magazine from our Fashion, Retail & Design Group with the latest industry news, comment and legal updates, with a particular focus on technology in this edition.

Law à la Mode

13 MAY 2014

[LAW À LA MODE](#)

A quarterly e-magazine from our Fashion, Retail & Design Group with the latest industry news, comment and legal updates, with a particular focus on technology in this edition.

Law à la Mode Edition 12 - Winter 2013/14

13 JAN 2014

[LAW À LA MODE](#)

The Middle East editorial team is delighted to bring you the Winter edition of Law à la Mode, the quarterly legal magazine from our global Fashion, Retail, and design group.

Law á la Mode

31 JUL 2013

[LAW À LA MODE](#)

An 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.

Seminare und Veranstaltungen

zukünftige

Arbeitsrecht für Banken – Aktuelles zu regulierter Vergütung, Whistleblowing, Diversity & Inclusion und „Return to Work“

14. Juli 2022

Vergangene

Employment law trends in the Media, Sport and Entertainment sector

May 26, 2022 | 12:00 - 1:00 pm EST

Webinar

European Dinner

10 May 2022

Webinar

Session 4: How do you prepare for the application of AI systems? – a framework for AI success in the workplace

16 March 2022

Artificial intelligence in the workplace - how can you prepare?

Webinar

Whistleblowing laws of Europe

14 March 2022

Webinar

Session 3: What is the emerging regulatory environment for AI in the workplace?

9 March 2022

Artificial intelligence in the workplace - how can you prepare?

Webinar

Session 2: Identifying and understanding the key current risks of artificial intelligence in the workplace

2 March 2022

Artificial intelligence in the workplace - how can you prepare?

Webinar

Session 1: Artificial intelligence: Where are we now and the future of work?

23 February 2022

Artificial intelligence in the workplace - how can you prepare?

Webinar

Crisis in Ukraine – a virtual roundtable discussion

17 February 2022

Webinar

Beyond Politics: The Person Behind the Policies

16 February 2022

Webinar

Looking ahead: global changes and employment challenges

8 February 2022 | 3:00 - 5:00 pm

Webinar

Global Employment Webinar: 2021 Review and 2022 Preview

18 January 2022 | 8 AM - 9:30 AM PST | 11 AM - 12:30 PM EST | 12 AM - 1:30 AM HKT
Webinar

The Impact of the EU Whistleblowing Protection Directive on Global Employers

17 November 2021
Webinar

How to handle long term sickness absence in the Netherlands, a high risk area for employers

16 November 2021
Webseminare

The essential legal update for consumer goods businesses

29 September 2021
Webinar

Embracing Digital Evolution

15 September 2021
Webinar

Webinar: Hinweisgeberschutzgesetz

15. Juni 2021
Webseminare

Global Employment Webinar on Return to Work Strategies, Vaccines and Testing

25 May 2021
Webseminare

Returning to work: US employment webinar

12 May 2021
Webinar

The Brexit Deal - what does it mean for climate change and energy?

26 January 2021
Webseminare

Planning for an Uncertain World

16 November 2020
TechLaw Event Series
Webinar

Challenging choices for businesses: Restructure, downsize or liquidate

14 October 2020
Webseminare

Essential Legal Update 2020

12 October 2020 - 15 October 2020
Webinar

US: Employment law training

7 October 2020
International employment law training

Spain: Employment law training

6 October 2020
International employment law training

UAE and Saudi Arabia: Employment law training

1 October 2020
International employment law training

Romania: Employment law training

30 September 2020
International employment law training

Poland: Employment law training

29 September 2020
International employment law training

Poland: Employment law training

29 September 2020
International employment law training

Netherlands: Employment law training

28 September 2020
International employment law training

Belgium: Employment law training

24 September 2020
International employment law training

Belgium: Employment law training

24 September 2020
International employment law training

Nordics: Employment law training

22 September 2020
International employment law training

Doing Business Globally: Spotlight Hong Kong

22 September 2020
Webseminare

South Africa: Employment law training

21 September 2020
International employment law training

APAC: Employment law training

17 September 2020

International employment law training

Italy: Employment law training

16 September 2020
International employment law training

Ireland: Employment law training

15 September 2020
International employment law training

Germany: Employment law training

14 September 2020
International employment law training

UK: Employment law training

9 September 2020
International employment law training

France: Employment law training

8 September 2020
International employment law training

TechLaw

31 July 2020
TechLaw Event Series
Webinar

NEWS

Best Lawyers / Handelsblatt empfiehlt insgesamt 90 Anwältinnen und Anwälte von DLA Piper

24. Juni 2022
Auch in diesem Jahr hat der US-Verlag Best Lawyers wieder zahlreiche Anwältinnen und Anwälte von DLA Piper in Deutschland in unterschiedlichen Rechtsgebieten ausgezeichnet.

DLA Piper berät Knorr-Bremse beim Erwerb einer Mehrheitsbeteiligung an Cojali

15. Juni 2022

DLA Piper hat Knorr-Bremse und deren Tochtergesellschaft Knorr-Bremse Systeme für Nutzfahrzeuge GmbH beim Erwerb einer Mehrheitsbeteiligung von 55 Prozent an Cojali S.L. (Cojali) beraten.

DLA Piper berät Borosil Renewables beim Erwerb von Interfloat und Brandenburger Glasmanufaktur

6. Mai 2022

DLA Piper hat den indischen Solarglasersteller Borosil Renewables („BRL“) beim Erwerb der Interfloat Group, Europas größtem Solarglas-Produzenten, beraten.

DLA Piper ernannt neuen Partner und Counsel in Deutschland

28. April 2022

DLA Piper ernannt zum 1. Mai 2022 weltweit 74 neue Partner, darunter mit Florian Bruder auch einen Partner in Deutschland. Darüber hinaus befördert die Kanzlei in Deutschland, ebenfalls zum 1. Mai 2022, sieben Anwältinnen und Anwälte zu Counseln.

DLA Piper berät Fyllo bei der Übernahme von Semasio

19. April 2022

DLA Piper hat Fyllo, eine Compliance-First-Plattform, die datengesteuerte Marketing- und Regulierungslösungen für wachstumsstarke Branchen anbietet, bei der Vereinbarung über den Erwerb der Anteile von Semasio, einem Pionier im Bereich Unified Targeting für digitales Marketing, beraten.

DLA Piper advises Ogier on its merger with Irish firm Lemnan Solicitors LLP

13 April 2022

DLA Piper advises Ogier on its merger with Irish firm Lemnan Solicitors LLP

DLA Piper berät EQT Ventures im Rahmen einer Finanzierungsrunde für Start-up Superlist

13. April 2022

DLA Piper hat EQT Ventures bei ihrem Investment im Rahmen einer Finanzierungsrunde in Höhe von 10 Mio. USD in das Start-up Superlist zusammen mit dem Investor Cherry Ventures sowie weiteren Kapitalgebern beraten.

DLA Piper berät Aonic beim Erwerb der AddAppt-Gruppe

7. April 2022

DLA Piper hat die Gaming-Plattform Aonic AB bei deren Erwerb der AddAppt-Gruppe beraten. Das Investmentvolumen lag im Bereich von 50 Millionen Euro.

DLA Piper berät Storskogen beim Erwerb einer Mehrheitsbeteiligung an Dimabay

30. März 2022

DLA Piper hat Storskogen beim Erwerb einer Mehrheitsbeteiligung an der Performance-Werbeagentur Dimabay GmbH („Dimabay“) aus Berlin beraten.

DLA Piper verstärkt die Praxisgruppe Arbeitsrecht mit Senior Counsel Dr. Hans-Peter Löw

22. März 2022

DLA Piper verstärkt sich zum 1. Mai 2022 mit Dr. Hans-Peter Löw als Senior Counsel am Frankfurter Standort. Der erfahrene und im Markt hoch angesehene Arbeitsrechtler wechselt von Allen & Overy, wo er seit 2011 als Partner tätig war und über mehrere Jahre hinweg deren deutsche Praxisgruppe Arbeitsrecht leitete.

DLA Piper berät Highberg-Gruppe beim Erwerb von Schickler Unternehmensberatung

9. März 2022

DLA Piper hat die Highberg-Gruppe (Highberg) mit Sitz in Amsterdam bei der Übernahme der Schickler Unternehmensberatung GmbH (Schickler) in Hamburg beraten.

DLA Piper berät HARMAN beim Erwerb von Mixed Reality-Pionier Apostera

23. Februar 2022

DLA Piper hat HARMAN International, einen führenden Anbieter von vernetzten Technologien für den Automobil-, Verbraucher- und Unternehmensmarkt, bei der Übernahme von Apostera, einem in Deutschland ansässigen Unternehmen für Automobiltechnologie, beraten. Die Mitarbeiter von Apostera werden in den Automotive-Geschäftsbereich von HARMAN wechseln.

DLA Piper berät apoprojekt bei der Übernahme der Planungsgruppe Schneider & Partner

18. Februar 2022

DLA Piper hat die apoprojekt GmbH bei der Übernahme der Planungsgruppe Schneider & Partner Beratende Ingenieure mbH beraten. Die Standorte in Kamp-Lintfort und Düsseldorf wurden zum 1. Januar 2022 übernommen.

DLA Piper berät IHG Hotels & Resorts bei Beendigung des Pachtvertrages für das Düsseldorfer InterContinental Hotel

2. Februar 2022

DLA Piper hat die internationale Hotelgruppe IHG Hotels & Resorts bei der einvernehmlichen Beendigung ihres Pachtvertrages mit dem Eigentümer der Premium-Immobilie Königsallee 59/59a in Düsseldorf sowie der Veräußerung des Hotelbetriebs beraten.

DLA Piper berät die TRATON GROUP bei der Gründung eines Joint Venture zum Aufbau eines europäischen Hochleistungs-Ladenetzes

16. Dezember 2021

DLA Piper hat die TRATON GROUP bei der Gründung eines Joint Venture mit den weiteren führenden Nutzfahrzeugherstellern Volvo Group und Daimler Truck zum Aufbau eines öffentlichen Hochleistungs-Ladernetzes für batterieelektrische schwere Fernverkehrs-Lkw und Reisebusse in Europa beraten.

DLA Piper highly commended at UK Social Mobility Awards 2021

19 October 2021

DLA Piper has been highly commended in the Community Programme of the Year category at the UK Social Mobility Awards 2021 (SOMOs) at a live virtual event on the 14th October.

DLA Piper berät EQT Ventures im Rahmen einer Series A-Finanzierungsrunde für Food Biotech-Startup Formo

12. Oktober 2021

DLA Piper hat EQT Ventures bei ihrem Investment in das Berliner Food Biotech-Startup Formo im Rahmen einer Series A-Finanzierungsrunde im Umfang von 50 Mio. USD beraten. Zu den weiteren Geldgebern neben EQT Ventures gehören u.a. Elevat3 Capital, Lowercarbon Capital und Lionheart Ventures.

Dla piper has advised the Sodexo group on its entry into exclusive negotiations to combine its early childhood services with those of the Grandir group

17 August 2021

DLA Piper has advised Sodexo Group, the world leader in Quality of Life services, on its entry into exclusive negotiations with the nursery and pre-school group Grandir in order to combine their daycare activities.

DLA Piper advises on the acquisition of French identity technology Provider ARIADNEXT by IDnow

30 June 2021

DLA Piper has advised ARIADNEXT, a French company specializing in remote identity verification and digital identity creation, on its acquisition by IDnow, a German-based leader in identity verification-as-a-service solutions.

DLA Piper berät BASF beim Erwerb von 49,5% der Anteile am Windpark Hollandse Kust Zuid von Vattenfall

24. Juni 2021

DLA Piper hat BASF beim Erwerb von 49,5 Prozent am Windpark Hollandse Kust Zuid in den Niederlanden von Vattenfall beraten. Der Kaufpreis beläuft sich auf 0,3 Milliarden Euro und berücksichtigt den erreichten Stand des Projekts.

DLA Piper berät Heidelberger Druckmaschinen bei Standortverlagerung der Kundenzentrale in Großbritannien

16. Juni 2021

DLA Piper hat die Heidelberger Druckmaschinen AG ("Heidelberg") bei der Standortverlagerung ihrer Kundenzentrale in Großbritannien beraten.

DLA Piper berät die Georgsmarienhütte Holding GmbH bei Stärkung des Eigenkapitals durch den Bund

24. März 2021

DLA Piper hat die Georgsmarienhütte Holding GmbH und betroffene Gruppenunternehmen (GMH Gruppe) bei der Stärkung ihrer Eigenkapitalbasis durch Mittel aus dem Wirtschaftsstabilisierungsfonds (WSF), vertreten durch die Bundesrepublik Deutschland - Finanzagentur GmbH, beraten.

DLA Piper berät die Otto Group bei der Veräußerung von Hansecontrol an Qima

15. Februar 2021

DLA Piper hat die Otto Group beim Verkauf des konzerneigenen Dienstleisters für Qualitätssicherung und Produktsicherheit, der Hansecontrol Group mit Hauptsitz in Hamburg, an die Qima, einen weltweit führenden Anbieter von Supply-Chain-Compliance-Lösungen mit Hauptsitz in Hongkong, beraten.

DLA Piper advised Box Inc who will acquire SignRequest

10 February 2021

We are delighted to have advised Box Inc, who entered into a definitive agreement to acquire SignRequest, a cloud-based electronic signature company.

DLA Piper berät Wipro Limited bei Übernahme von METRO-NOM GmbH und METRO Systems Romania

4. Januar 2021

DLA Piper hat Wipro Limited, ein weltweit führendes Unternehmen für Informationstechnologie, Beratung und Geschäftsprozessmanagement, bei der Übernahme der IT-Einheiten der METRO AG – der METRO-NOM GmbH in Deutschland und der METRO Systems Romania S.R.L.– beraten.

DLA Piper berät Nemetschek bei der Übernahme von DEXMA durch Tochtergesellschaft Spacewell

18. Dezember 2020

DLA Piper hat die Nemetschek Group, einen der weltweit führenden Softwareanbieter für die AECO-Branche beim Erwerb von 100% der Anteile am Unternehmen DEXMA durch die Nemetschek-Tochtergesellschaft Spacewell beraten.

DLA Piper berät Stillfront Group bei der Akquisition von Gaming-Unternehmen Sandbox Interactive

18. Dezember 2020

DLA Piper hat die Stillfront Group AB, ein führendes Unternehmen im Bereich Free-to-Play-Gaming, bei der Übernahme der Sandbox Interactive GmbH beraten.

DLA Piper berät EQT Ventures im Rahmen einer Seed-Runde für Tech-Start up Wonder

15. Dezember 2020

DLA Piper hat EQT Ventures bei ihrem Investment in das Berliner Tech-Start up Wonder im Rahmen einer Seed-Runde im Umfang von 9 Mio. Euro beraten. Zu den weiteren Geldgebern neben EQT Ventures gehört Blueyard.

DLA Piper Prague welcomes Ondřej Chlada as new head of the employment practice

7 December 2020

DLA Piper has appointed senior associate Ondřej Chlada, who will lead the employment practice in the Prague office. Ondřej received the Labour Lawyer of the Year award in 2018 from Finance Monthly Global Awards and he is recognised as one of the best lawyers in labour law in the Czech Republic in the Best Lawyer ranking.

DLA Piper advises Unilever on strategic partnership with Aviko Rixona

28 September 2020

DLA Piper has advised Unilever, one of the world's leading consumer goods manufacturers, on a strategic partnership with Aviko Rixona. As part of this agreement, Aviko Rixona will take over Unilever's potato products plant in Stavenhagen with all 210 Unilever employees becoming part of Aviko Rixona on completion.

DLA Piper berät Heidelberger Druckmaschinen bei Veräußerung der Gallus Gruppe

23 Juli 2020

DLA Piper hat die Heidelberger Druckmaschinen AG (Heidelberg) bei der Veräußerung der Gallus Gruppe an den Schweizer Verpackungskonzern benpac holding ag beraten. Mit dem Verkauf treibt Heidelberg die Neuausrichtung des Unternehmens weiter konsequent voran, welche unter anderem eine Fokussierung auf das Kerngeschäft im Bogendruck vorsieht.

DLA Piper berät GM Cruise beim Erwerb von Astyx

8. Juli 2020

DLA Piper hat die GM Cruise Holdings LLC (GM Cruise) im Zusammenhang mit dem Erwerb der Astyx GmbH (Astyx) von der Zukunft Ventures GmbH, einer Tochtergesellschaft der ZF Friedrichshafen AG, sowie den Gründern der Astyx beraten.

In Deutschland

Die Anwältinnen und Anwälte unserer anerkannten **Arbeitsrechtspraxis** verfügen über tiefgreifende Erfahrung bei der Beratung in allen Fragen des Individual- und Kollektivarbeitsrechts, einschließlich Unternehmensaufbau und -wachstum, sowie bei Streitigkeiten mit Betriebsräten und einzelnen Mitarbeitern.

Wir beraten routinemäßig in arbeitsvertragsrechtlichen Fragen mit Vorständen und Führungskräften, insbesondere bei Unternehmen mit Mitbestimmung. Wir unterstützen unsere Mandantinnen und Mandanten auch bei der Umstrukturierung bestehender betrieblicher Altersversorgungssysteme oder der Einführung neuer Versorgungsformen und den damit verbundenen Haftungsrisiken. Darüber hinaus beraten wir bei Transaktionen und kritischen Restrukturierungsprojekten.

Unsere regelmäßige und enge Zusammenarbeit mit anderen Praxisgruppen, insbesondere aus den Bereichen Steuern, Gesellschaftsrecht und Restrukturierung, sowie zunehmend auch in den Bereichen Datenschutz und Compliance, ermöglicht uns die Beratung in rechtlich komplexen und bereichsübergreifenden Fragen. Neben unserem Full-Service Ansatz, profitieren unsere Mandantinnen und Mandanten von unserem unmittelbaren Zugriff auf eines der größten Netzwerke weltweit.

Zu unserer Mandantschaft zählen international tätige Großkonzerne genauso wie große mittelständische Unternehmen aus zahlreichen

Branchen.

Unsere Beratungsschwerpunkte:

1. ARBEITSRECHT

- Vertragsgestaltung
- Vertragsauflösung (Kündigung, Aufhebung von Verträgen) und Abwicklung
- Entsendung von Arbeitnehmern ins In- und Ausland sowie grenzüberschreitende Beschäftigung
- Erstellung und Begleitung diverser Vergütungsmodelle
- Alternative Beschäftigungsmodelle inklusive Fremdpersonaleinsatz (Arbeitnehmerüberlassung, Werkvertrag)
- Restrukturierung und Reorganisation
- Betriebsübertragung und Outsourcing
- Massenentlassungen
- Arbeitsrechtliche Due Diligence
- Einführung von Compliancesystemen, Unterstützung bei Complaincemaßnahmen und -regelungen
- Diversity und Diskriminierungsschutz
- Vorstandsrecht
- Datenschutzrechtliche Fragestellungen
- Umgang mit Betriebsräten und rechtliche Begleitung
- Umgang mit Sozialpartnern
- Prozesse und Gerichtsverfahren

2. BETRIEBLICHE ALTERSVERSORGUNG

- Unterschiedliche Versorgungswege
- Gewährung von Versorgungsleistungen
- Auswirkungen von Betriebsübertragung und Outsourcing auf Versorgungsleistungen
- Übertragung und Ablösung von Versorgungszusagen
- Prozesse und Gerichtsverfahren