



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

INSIGHTS

Publications

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.

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.

New round of Hong Kong's Employment Support Scheme announced

22 March 2022

On 18 March 2022, the Government announced at a press conference that a new round of the Employment Support Scheme (ESS) would be launched in response to the COVID-19 pandemic.

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.

Independent contractor or employee? The High Court of Australia in two landmark decisions says the answer is in the writing

10 February 2022

The High Court of Australia, in two landmark decisions, rejected the previous authorities for determining the contractor and employee dichotomy, and provided clarity on what constitutes an independent contractor at common law. Employers need to very clearly draft independent contractor agreements.

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.

Israel Group News January 2022

24 January 2022

[ISRAEL GROUP NEWS](#)

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

Asia Pacific Employment Law Forecast 2022

20 January 2021

DLA Piper's APAC Employment Team has prepared their annual employment law forecast featuring a summary of the major legislative changes and key developments in 2021 that impacted the region and which also explores significant trends expected to shape the landscape for employers in 2022.

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.

Significant Expansion of the Notifiable National Security Actions Test

16 December 2021

On 2 December 2021, the Australian Federal Government enacted the Security Legislation Amendment (Critical Infrastructure) Act 2021 (Amending Act) amending the Security of Critical Infrastructure Act 2018 (SOI Act) to protect certain infrastructure that forms part of or is viewed as critical to the essential services to which Australia relies on.

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.

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

April 2022

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.

Singapore Implements New Workforce Vaccination Measures: Unvaccinated employees cannot return to the workplace from 1 January 2022

1 November 2021

On 23 October 2021, the Singapore Multi-Ministry Task Force announced a set of new “Workforce Vaccination Measures” which will take effect from 1 January 2022.

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.

Refusing the job, a valid reason for dismissal in Australia

29 September 2021

In Australia, the ability for employers to mandate vaccinations in their workplaces is a controversial issue that has obtained considerable attention in the wake of the COVID-19 pandemic. On Monday, 27 September 2021, the Full Bench of the Fair Work Commission upheld the dismissal of an unvaccinated worker.

Managing Business Related and Personal Data

27 September 2021

With the introduction of the new Data Security Law and the Personal Information Protection Law (to come into effect on 1 November 2021), companies doing business in China may face more intense scrutiny on how business related and personal data are handled when conducting internal investigations in China.

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

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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.

If it's in writing, you're a casual: WorkPac Pty Ltd v Rossato provides clarity

4 August 2021

In recent years, the question of what constitutes casual employment has been relatively uncertain, sparking increased litigation. In particular, recent Federal Court decisions of *WorkPac Pty Ltd v Skene* [2018] FCAFC 131 and *WorkPac Pty Ltd v Rossato* [2020] FCAFC 84 which adopted a holistic approach to determine the true nature of an employment relationship, rather than simply relying upon written contract terms.

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).

Singapore Employment Update: Return to Phase 2 (Heightened Alert) and Tax Implications for Overseas

Employees Working Remotely from Singapore

22 July 2021

On 20 July 2021, the Multi-Ministry Taskforce announced that Singapore will return to Phase 2 (Heightened Alert) effective from 22 July 2021 until 18 August 2021.

Australia: Fair Work Commission increases national minimum wage

16 June 2021

On 16 June 2021, the Fair Work Commission (FWC) published the Annual Wage Review Decision for 2020-21, announcing a rise of 2.5%.

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

December 2021

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.

More money? – super! Compulsory Superannuation increases in Australia

8 June 2021

It's official. The 2021 Federal Budget has confirmed that the superannuation guarantee will increase from 9.5% to 10% on 1 July 2021 and then increase incrementally by 0.5% each year thereafter until it reaches 12% by 1 July 2025.

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.

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.

Israel Group News May 2021

1 May 2021

ISRAEL GROUP NEWS

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

Employment Law Health Check 2021 - Asia

29 April 2021

Earlier this year, at a time of unprecedented challenges for business, we offered employers the opportunity to complete our Employment Law Health Check surveys covering China, Hong Kong, Singapore and Thailand.

Gender pay: Why it is a business critical issue for employers

28 April 2021

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.

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.

Reinforcing Respect at Work: Impending legislative reforms to address and prevent workplace sexual harassment

23 April 2021

Following months of intense public attention and debate regarding workplace sexual assault and sexual harassment, including within the highest echelons of the Australian government and legal system, the Australian Government has now released its long-awaited response to the landmark Respect@Work report delivered by the Australian Human Rights Commission to the Government in March 2020.

We can keep things casual: New casual employee laws enacted in Australia

1 April 2021

The Australian government's long awaited clarifying amendments to the *Fair Work Act 2009* (Cth) have now been passed in their reduced form.

As flagged, the new statutory provisions make a number of changes to the engagement of casual employees: statutory definition of 'casual employee'; casual conversion entitlement; casual Employment Information Statement (CEIS); ability to offset casual loadings.

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.

Casual changes to Australian Government's IR Omnibus Bill

19 March 2021

Following contentious public scrutiny and prolonged debate, the Australian Senate yesterday passed a pared-back version of the ambitious *Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Bill 2020* which proposed a raft of changes to be introduced to the *Fair Work Act 2009* (Cth).

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](#).

COVID 19 Vaccination Alert - Updated Guidance for Australian Employers

25 February 2021

The majority of Australian employers will not be able to require employees to receive the COVID-19 vaccine, following updated guidance on vaccinations in the workplace provided by the Fair Work Ombudsman (FWO) and Safe Work Australia (SWA).

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.

Asia Pacific Employment Law Forecast 2021

16 February 2021

DLA Piper's APAC Employment Team has prepared their annual employment law forecast featuring a summary of the major legislative changes and key developments in 2020 that impacted the region and which also explores significant trends expected to shape the landscape for employers in 2021.

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.

Transfer of Labour Tribunal proceedings rejected - A shift in Labour Tribunal dynamics?

9 February 2021

The Labour Tribunal is designed to be an informal and inexpensive means of resolving employment disputes. However, the recent judgment in *Kouk Chung Fai v EBP Global Ltd* [2020] HKCFI 370 has put this into question and suggests the Labour Tribunal may now be applying greater scrutiny to applications for a transfer.

Travel Guidance during CNY 2021

5 February 2021

The holiday season in China or traveling period lasts 40 days in 2021, starting from January 28 and ending on March 8. Due to the COVID-19 resurgence in some parts of the country, Chinese governments are encouraging people to stay put during this year's approaching holiday season.

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.

Expanding your Australian based manufacturing - what you should be thinking about

28 January 2021

As there is a renewed emphasis on Australia-based manufacturing to reduce Australia's reliance on imported products and to stimulate the economy, we see opportunities for business. We can assist clients looking to move into, or expand, their Australian manufacturing with all aspects of the process.

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.

Protecting Your Company's Competitive and Technological Advantage through Enforcing Restrictive Covenants Against Former Employees in China: Update on Recent Cases and Legislative Developments

26 January 2021

In this article, we discuss whether and how companies may enforce restrictive covenants and protect their confidential information and trade secrets by looking at some recent cases and legislative developments.

Israel Group News January 2021

19 January 2021

ISRAEL GROUP NEWS

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

EOC Issues Practical Guidance on How to Prevent Discrimination against Breastfeeding Women in the Workplace

18 January 2021

In June 2020, the Discrimination Legislation (Miscellaneous Amendments) Ordinance 2020 was passed which made a number of changes to Hong Kong's anti-discrimination laws. We have set out below a summary of the key recommendations for employers.

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.

Major reforms to Australia's Foreign Investment and Critical Infrastructure Frameworks

22 December 2020

The Australian Federal Government has now enacted amendments to Australia's foreign investment regime targeted at ensuring Australia's foreign investment framework keeps pace with emerging national security risks and global developments.

The amendments come into effect on 1 January 2021 and, importantly, coincide with the reinstatement of the monetary notification screening thresholds under Australia's foreign investment regime which were reduced to zero in March this year as a result of the economic uncertainties associated with the COVID-19 pandemic.

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.

The road to recovery industrial relations bill

11 December 2020

The Australian Government's highly anticipated industrial relations reform legislation, the *Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Bill 2020* has been introduced in Parliament, following a lengthy roundtable process which involved input from employer organisations and unions. The Bill, which aims to improve the operation and usability of Australia's industrial relations system. In this update we discuss the significant changes being made if passed in its current form.

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.

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.

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.

Hong Kong Employment Law Update

16 October 2020

In this article, our Hong Kong Employment team provides an update on the Government's efforts to enforce clawback and penalties in respect of the first tranche of the Employment Support Scheme and statutory maternity leave increasing to 14 weeks from 11 December 2020.

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.

Redundancy Series: Varying redundancy pay – making an application to the FWC

30 September 2020

[AUSTRALIA REDUNDANCY SERIES](#)

The *Fair Work Act 2009* (Cth) provides a mechanism by which an employer can make an application to the Fair Work Commission to vary the amount of redundancy pay that must be paid to the employee. Employers can seek that the amount be reduced to a lower amount or reduced to zero.

In the sixth part of this redundancy series, we look at where an employer can make an application to vary redundancy pay on the basis that the employer cannot pay the amount.

China lifts further travel restrictions for certain foreigners

28 September 2020

Effective from 28 September 2020, China will allow foreign nationals holding three categories of valid Chinese residence permits (work, personal matters, and reunion) to enter China with no need for applying for new visas. This is a further lifting of travel restrictions for foreigners who have the need to return to China.

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.

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?

Redundancy Series: Varying redundancy pay – what you need to know

8 September 2020

[AUSTRALIA REDUNDANCY SERIES](#)

In most instances, if an employee's employment is terminated due to redundancy, that employee will be entitled to redundancy pay of 4-16 weeks' base rate of pay, depending on their period of service .

In the fifth part of this redundancy series, we set out the key principles of varying redundancy pay.

Working from home in Australia

8 September 2020

The Australian Fair Work Commission has released a Draft Award Flexibility Schedule in self-described effort to promote discussion about ways in which flexibility can be introduced into modern awards to assist businesses and industries impacted by COVID-19.

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.

Redundancy Series: Redeployment

10 August 2020

[AUSTRALIA REDUNDANCY SERIES](#)

When considering and implementing redundancies, it is critical that employers understand the applicable processes to implement redundancies and best protect the business from claims. Getting redeployment right is essential to defeating an unfair dismissal claim.

In the fourth part of this redundancy series, we set out the key principles of redeployment.

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

Australia: New COVID-19 paid pandemic leave entitlement for certain workers

28 July 2020

The Fair Work Commission (FWC) has determined to provide an entitlement to two weeks' paid 'pandemic leave' to certain aged care workers. The changes have been made in response to the worsening outbreak of COVID-19 across Victoria and the impact that is having on workers in the aged care industry.

The DLA Piper employment team has extensive experience in assisting employers with award compliance and responding to and staying abreast of changes that have been made to workplace laws in response to COVID-19. Please do not hesitate to reach out to our team who would be more than happy to discuss this topic with you.

Redundancy Series: Consultation lessons from ASU v Auscript Australasia

14 July 2020

[AUSTRALIA REDUNDANCY SERIES](#)

The failure to comply with consultation obligations can have serious ramifications for an employer attempting to implement redundancies. It can result in the Fair Work Commission (**FWC**), Australia's employment tribunal, issuing orders which delay or prevent the implementation of redundancies, leading to significant cost and disruption within the business and the workforce.

In the third part of this redundancy series, we review the decision of *ASU v Auscript Australasia Pty Ltd* and set out its key lessons.

Israel Group News July 2020

8 July 2020

ISRAEL GROUP NEWS

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Changes to Hong Kong anti-discrimination legislation

30 June 2020

Anti-discrimination laws in Hong Kong have undergone a series of changes over the past few years.

Redundancy Series: Consultation

29 June 2020

AUSTRALIA REDUNDANCY SERIES

When considering and implementing redundancies, it is critical that employers understand what is, and is not, a genuine redundancy. By ensuring that a redundancy is implemented lawfully, employers can both protect their business and ensure employees receive their entitlements.

In the second part of this redundancy series, we set out the key principles of the consultation process. As noted in our previous alert, the second limb to a genuine redundancy under the *Fair Work Act 2009* (Cth) (the **Act**) requires employers to comply with any applicable obligation in a modern award or enterprise agreement to consult about the redundancy.

The DLA Piper employment team has extensive experience in assisting employers with the redundancy process. Please don't hesitate to reach out to our team who would be more than happy to discuss this topic with you.

Australian Annual Wage Review - key figures

19 June 2020

On 19 June 2020, the Fair Work Commission (FWC) published the Annual Wage Review Decision for 2019-20, announcing a rise of 1.75%.

Business protection: An Interactive guide

18 June 2020

Global companies are at risk of their data and confidential information being leaked to competitors, especially when key employees leave. Protecting the integrity of new formulations and trade secrets is crucial, particularly for life sciences companies, to holding a competitive advantage and building success.

Redundancy Series: Understanding a genuine redundancy

15 June 2020

AUSTRALIA REDUNDANCY SERIES

When considering and implementing redundancies, it is critical that employers understand what is, and is not, a genuine redundancy. By ensuring that a redundancy is implemented lawfully, employers can both protect their business and ensure employees receive their entitlements.

In the first part of this redundancy series, we set out the principles of a genuine redundancy under the *Fair Work Act 2009* (Cth) (the Act).

The DLA Piper employment team has extensive experience in assisting employers with the redundancy process. Please don't hesitate to reach out to our team who would be more than happy to discuss this topic with you.

Preparing for global class actions arising from COVID-19

28 May 2020

The risk to companies of global and cross-border class action and collective redress proceedings is rising.

Singapore: Advisory on retrenchment benefits payable to retrenched employees as a result of business difficulties due to COVID-19

27 May 2020

The tripartite partners (i.e. the Ministry of Manpower, the Singapore National Employers Federation and the National Trades Union Congress) have, on 20 May 2020, issued a new advisory on the retrenchment benefits which will be payable to retrenched employees as a result of business difficulties due to Covid-19 (Retrenchment Benefit Advisory).

Singapore: Further financial measures introduced amidst the COVID-19 pandemic

27 May 2020

The Singapore Government announced a Fortitude Budget on 26 May 2020 to help workers and businesses tide through the current COVID-19 pandemic. The Fortitude Budget is the fourth Budget introduced in the course of this year and amounts to approximately USD33 billion building upon the measures announced in the earlier budgets.

BC Safety Plan update

26 MAY 2020

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

[CANADA IN FOCUS](#)

British Columbia has mandated COVID-19 Safety Plans for businesses and employers in the province as part of its COVID-19 Restart Plan.

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 à la Mode

14 OCT 2013

[LAW À LA MODE](#)

An e-magazine from our Fashion, Retail & Design Group with the latest industry news, comment and legal updates.

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.

Events

Upcoming

Employment law trends in the Media, Sport and Entertainment sector

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

Webinar

Previous

European Dinner

10 May 2022

Webinar

Whistleblowing laws of Europe

14 March 2022

Webinar

APAC Employment Webinar

24 February 2022

Webinar

Crisis in Ukraine – a virtual roundtable discussion

17 February 2022

Webinar

Blowing the whistle: How has it changed, and why is it more important than ever?

15 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

Talk Less, Listen More: The Importance Of Effective Whistleblowing Systems

17 Nov 2021
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
Webinar

Working with "Endemic" - Employment and Investigations Issues in the Future Workplace

27 Oct 2021
Webinar

The essential legal update for consumer goods businesses

29 September 2021
Webinar

Embracing Digital Evolution

15 September 2021
Webinar

APAC Employment Webinar

9 September 2021
Webinar

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

25 May 2021
Webinar

Returning to work: US employment webinar

12 May 2021
Webinar

APAC Employment Year in Review Webinar

3 February 2021
Webinar

Planning for an Uncertain World

16 November 2020
TechLaw Event Series
Webinar

Challenging choices for businesses: Restructure, downsize or liquidate

14 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
Webinar

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

Regional downsizings and redundancies in the time of coronavirus

3 July 2020 | 12:30 PM - 2:00 PM (HKT)
Webinar

International Employment Law Return to Work Program

16 June 2020
Webinar

Beyond the curve: Returning to work in Qatar

9 June 2020 | 9:00 - 10:00 ET
Webinar

NEWS

DLA Piper advises Whitehelm on sale to Patrizia

16 September 2021

Global law firm DLA Piper has advised Whitehelm Capital (Whitehelm) on its sale to PATRIZIA AG, a leading partner for global real assets. The initial purchase price of EUR67 million will be paid in a combination of cash and PATRIZIA shares.

DLA Piper advises Hinduja Global Solutions on USD1.2 billion sale of its healthcare business

11 August 2021

DLA Piper is advising Hinduja Global Solutions Limited (HGS) on the sale of its healthcare solutions business to Baring Private Equity Asia, in a transaction valued at USD1.2 billion subject to closing adjustments.

Recognition in China Business Law Awards 2021

19 May 2021

DLA Piper has been recognised by China Business Law Journal in the annual China Business Law Awards 2021 in nine categories, including best international law firm.

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.
