



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

KEY CONTACTS

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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.

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.

Back to work after telework, some practical issues

31 Jan 2022

"We are at war. [...] All companies must organize themselves to facilitate remote working".

With this statement of President Macron on 16 March 2020, telework entered into a new era in France. From this date, all employers in France had to implement telework "*wherever possible*".

Environmental issues: new battleground for Social and Economic Committees?

31 Jan 2022

Created on 22 February 1945, the primary objective of the Works Council was "*to associate workers with economic decisions and the management of companies*". The scope of the Works Council's powers was consequently "*the organization, management and general running of the company*".

The non-compete covenant: a covenant that does not lose its attractiveness

31 Jan 2022

In July 2002, the social chamber of the Court of Cassation overturned the economics of the non-compete covenant by requiring the payment of a financial compensation to the employee . Today, even if the changes are more subtle, the non-compete covenant continues to fuel litigation.

The various judgments handed down in this area this year provide a good opportunity to recall the conditions for the validity of non-compete clauses and the sanctions applicable in case of breach.

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.

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.

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.

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

February 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.

\$name

29 Sep 2021

\$name

28 Sep 2021

\$name

28 Sep 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

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.

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.

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.

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.

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.

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.

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.

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.

COVID 19 | Legal Task Force Spain: Updated publications

25 May 2020

The coronavirus COVID-19 crisis has no similar precedent in recent times in Europe. The Spanish authorities are doing their best to approve new laws and regulations addressing the challenges created by the crisis. This summary shall not as legal advice, but only as an informative document. Stay attentive to new updates.

COVID-19 as an occupational disease: Proposed amendments to Ontario's *Workplace Safety and Insurance Act, 1997*

21 MAY 2020

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

On May 19, 2020, "Bill 191 - An Act to amend the Workplace Safety and Insurance Act, 1997 with respect to presumptions in connection with COVID-19 for workers in essential businesses" was introduced in the Ontario legislature.

Five steps to reopening the workplace after COVID-19

21 MAY 2020

As the federal, provincial and territorial governments in Canada slowly ease COVID-19 related measures, more workplaces are being permitted to reopen. Likewise, workplaces that have been permitted to remain open with limitations throughout the COVID-19 pandemic are being permitted to revert to business as usual.

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.

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

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
Webinar

The essential legal update for consumer goods businesses

29 September 2021
Webinar

Embracing Digital Evolution

15 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

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

26 January 2021
Webinar

Challenging choices for businesses: Restructure, downsize or liquidate

14 October 2020
Webinar

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
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

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 Borosil Renewables on acquisition of Interfloat and Brandenburger Glasmanufaktur

6 May 2022
DLA Piper has advised Indian solar glass manufacturer Borosil Renewables (“BRL”) on its acquisition of Interfloat Group, Europe’s largest solar glass producer.

DLA Piper advises Fyllo on the acquisition of Semasio

19 April 2022
DLA Piper has advised Fyllo, a compliance-first platform providing data-driven marketing and regulatory solutions for high-growth industries, on the signing of a Stock Purchase Agreement with Semasio, a pioneer in unified targeting for digital marketing.

DLA Piper advises EQT Ventures on seed funding round in Start-up Superlist

13 April 2022
DLA Piper has advised EQT Ventures on its investment in Superlist in a USD10 million round of seed funding alongside Cherry Ventures and other angel investors.

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 advises Aonic on the acquisition of the AddAppttr Group

7 April 2022

DLA Piper has advised the gaming platform Aonic AB on its acquisition of the AddAppttr Group. The total investment value was in the range of EUR 50 million.

DLA Piper advises Storskogen on the acquisition of a majority stake in Dimabay

30 March 2022

DLA Piper has advised Storskogen on the acquisition of a majority stake in Dimabay GmbH (Dimabay), a performance-based advertising agency based in Germany that is active in 15 European countries.

DLA Piper strengthens employment practice with hire of senior counsel Dr Hans-Peter Löw

22 March 2022

DLA Piper will strengthen its Frankfurt office with the appointment of Dr Hans-Peter Löw as senior counsel on 1 May 2022.

DLA Piper advises Highberg Group on acquisition of Schickler Consulting

9 March 2022

DLA Piper has advised the Highberg Group on the acquisition of consulting agency Schickler Unternehmensberatung in Hamburg.

DLA Piper advises HARMAN on the acquisition of Mixed Reality Pioneer Apostera

23 February 2022

DLA Piper has advised HARMAN International, the leading supplier of connected technologies for automotive, consumer and enterprise markets, on the acquisition of Apostera, a Germany-based automotive technology company. Apostera's employees will join HARMAN as part of the company's Automotive division.

DLA Piper advises apoprojekt on the acquisition of Planungsgruppe Schneider & Partner

18 February 2022

DLA Piper has advised apoprojekt GmbH on the acquisition of Planungsgruppe Schneider & Partner Beratende Ingenieure mbH. The locations in Kamp-Lintfort and Düsseldorf were taken over on 1st January 2022.

DLA Piper advises the TRATON GROUP on joint venture agreement for European high-performance charging network

16 December 2021

DLA Piper has advised the TRATON GROUP on the formation of a joint venture (JV) with the other leading commercial vehicle manufacturers Volvo Group and Daimler Truck to install and operate a high-performance public charging network for battery electric,

heavy-duty long-haul trucks and coaches across Europe.

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 advises EQT Ventures on Series A financing round in food biotech start-up Formo

12 October 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 advises BASF on the acquisition of 49,5% stake in offshore wind farm Hollandse Kust Zuid from Vattenfall

24 June 2021

DLA Piper has advised BASF on the acquisition of 49,5% percent of Vattenfall's offshore wind farm Hollandse Kust Zuid in The Netherlands. The purchase price amounts to EUR0,3 billion and takes into account the achieved status of the project.

DLA Piper advises Heidelberger Druckmaschinen on the relocation of its UK customer headquarters

16 June 2021

DLA Piper has advised Heidelberger Druckmaschinen AG ("Heidelberg") on the relocation of its customer headquarters in the UK.

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26 May 2021

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29 Apr 2021

DLA Piper advises Otto Group on the sale of Hansecontrol to Qima

15 February 2021

DLA Piper has advised Otto Group in relation to the agreement to sell its Quality Assurance and Product Safety service provider, the Hansecontrol Group headquartered in Hamburg, to Qima, a leading global provider of supply-chain compliance solutions, headquartered in Hong Kong.

DLA Piper advises the Canadian group Nautel on the acquisition of radio communications innovators, Digidia and Kenta

11 February 2021

DLA Piper has advised the technology group Nautel, a specialist in the development of high-power electronic equipment and digital signal processing, headquartered in Canada, in its acquisition of Digidia and Kenta, leaders in digital broadcasting solutions, based respectively near Rennes and Quimper.

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 advises Wipro Limited on the acquisition of METRO-NOM GmbH and METRO Systems Romania

4 January 2020

DLA Piper has advised Wipro Limited, a leading global information technology, consulting, and business process services company, on the acquisition of METRO AG's IT units – METRO-NOM GmbH in Germany and METRO Systems Romania S.R.L.

DLA Piper advises Nemetschek on acquisition of DEXMA by subsidiary Spacewell

18 December 2020

DLA Piper has advised the Nemetschek group, one of the world's leading software providers for the Architecture, Engineering, Construction and Owner-operated (AECO) industry, on the acquisition of 100% of the shares in DEXMA by its subsidiary Spacewell.

DLA Piper advises Stillfront Group on the acquisition of gaming company Sandbox Interactive

18 December 2020

DLA Piper has advised Stillfront Group AB, a leading free-to-play gaming studios company, on the acquisition of Sandbox Interactive GmbH, a rapidly growing and highly profitable gaming company based in Berlin and developer and publisher of the popular cross-platform free-to-play sandbox MMORPG Albion Online. The sellers are the four co-founders of Sandbox.

DLA Piper advises EQT Ventures on a seed round in tech start-up Wonder

15 December 2020

DLA Piper has advised EQT Ventures on its investment in Berlin-based tech start-up Wonder in a 9 million Euro seed round. In addition to EQT Ventures, other backers include 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 GM Cruise on acquisition of Astyx

8 July 2020

DLA Piper has advised GM Cruise Holdings LLC (GM Cruise) in connection with the acquisition of Astyx GmbH (Astyx) from Zukunft Ventures GmbH, a subsidiary of ZF Friedrichshafen AG, and the founders of Astyx.

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.

In France

KEY ISSUES

Managing human resources with flexibility and pragmatism while maintaining a competitive advantage requires constant adaptability, particularly in light of increasingly complex legislation as well as ethical considerations.

Social and employment issues have gained increasing importance in the day-to-day operations and management of companies both in France and internationally. For economic players, having expert support has become a necessity and a crucial part of project and risk management.

HOW DLA PIPER CAN HELP

Managing your economic and strategic reorganization and restructuring projects

- Corporate Reorganization
 - Share purchase audit/acquisition
 - Drafting and negotiation of social aspects of share purchase acts/acquisition
 - Assistance in transition phases, post-closing integration and harmonization
- Restructuring and collective dismissal
 - Negotiating with employee representatives
 - Defense of corporate interests before local administrative authorities
 - Managing communication issues and crisis situations
 - Preparation and negotiation of collective agreements
 - Development and implementation of plans
 - Employment Backup
 - Social aspects of collective proceedings
- International Mobility of workers/Outsourcing

Monitoring the daily activities of your business and recurring contentious issues

- Optimization of working time
- Corporate presence in France
- Structuring of compensation plans and employee savings
- Strategy of accompanied departures – Packages structuring
- Advice and assistance on sensitive issues (harassment, obligation of results security, psychosocial risks at work, compensation of inventions, protection of personal data and business alerts, etc.)

Managing your network relationships

- Election of employee representatives
- Collective negotiation and support in managing relationships with the IRP and administrative authorities
- Management of collective disputes (strikes, lockouts, sequestrations, etc.)

Defending your interests with the judiciary and in dealings with administrators

- Defense of companies and their leaders in all civil, administrative and criminal jurisdictions
- Defense of companies in case of control/URSSAF recovery and labour Inspection visits

Our clients benefit from our online resources with fast access to in-country, cross-border employment and labour law information assets that support fast and effective collaboration between DLA Piper experts and your people.

OUR TEAM

In France, our team is comprised of 19 lawyers including 4 partners, and is a part of an international team of over 400 employment lawyers spread across more than 30 countries.

Thanks to our international platform, we are able to combine our multidisciplinary and multi-jurisdictional expertise to meet our clients' needs.

QUOTES

Clients comment: "We like their reactivity: they always answer very quickly, be it via phone or email, and they provide sharp technical analysis. This is precise and technical and it always perfectly answers our questions."

Interviewees also extol: "They are proactive and understand our business," adding: "They are excellent partners that I can really trust."

Philippe Danesi displays capabilities in advising clients on redundancy plans as well as individual and collective litigations. Clients comment: "He is tenacious and he uses all his expertise, experience, knowledge and competence in negotiation and litigation situations."

Chambers Europe, 2021

"The team combines an excellent level of legal knowledge with a very good knowledge and understanding of the operating methods and challenges of companies, in particular large international companies. Their involvement and availability are. Its members adapt very well to different interlocutors."

"The team is very reactive and always gets back to us within the deadline. This is key for our business."

"Philippe Danesi is extremely reactive and technically sharp. He always goes beyond his lawyer's role by providing strategical advice. He is very clever."

"It is refreshing to work with a firm that has extensive expertise across multiple areas/sectors, industries and marketplaces. My experience with DLA has exceeded expectations with their follow-through, attention to detail, dedication/support and creative problem-solving approaches."

"The DLA Piper employment law team, led by Philippe Danesi, is a very responsive, technical and sophisticated team. Beyond its precision and fine analyses, we particularly appreciate its ability to offer us creative and pragmatic solutions."

"Philippe Danesi has a taste for challenges and shows great pugnacity to obtain the most favourable solutions for his client. Excellent technician and passionate about his subject, he knows how to perfectly adapt his expertise and experience to operational issues and to the business and HR challenges of the company."

Legal 500, 2021