



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.

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.

Be Aware UK| Government to produce statutory code of practice on fire and rehire

4 April 2022

On Tuesday 29 March the Labour Markets minister Paul Scully announced in Parliament that the government will be producing a new statutory code on the practice of fire and rehire. The code will also clamp down on controversial tactics used by unscrupulous employers who fail to engage in meaningful consultations with employees.

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.

Detriment in respect of industrial action: Orthodoxy restored by the Court of Appeal in Mercer

31 March 2022

The Trade Union and Labour Relations (Consolidation) Act 1992 ("TULRCA") includes certain protections against dismissal, but no express protections against detriment short of dismissal, for workers taking part in industrial action.

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.

DLA Piper's Diversity and inclusion index

14 February 2022

DLA Piper's Employment group is pleased to launch a 15 minute D&I index survey. Our index will assist your organisation in identifying the key areas of focus for the social aspects of its ESG framework whilst also flagging critical matters impacting on compliance with legal obligations in the UK.

USDAW union granted injunction against Tesco to prevent 'fire and rehire'

11 February 2022

The High Court has granted an injunction preventing Tesco from using the so-called 'fire and rehire' process to implement changes to terms and conditions for some of its workforce.

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

2 February 2022

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

Be Aware - January 2022

26 January 2022

[BE AWARE BELGIUM SERIES](#)

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

Israel Group News January 2022

24 January 2022

[ISRAEL GROUP NEWS](#)

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

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.

Protection from detriment for participating in industrial action should be read into TULRCA

11 January 2022

In *Mercer v Alternative Future Group Ltd [2021]*, the EAT held that protection from detriment for participating in industrial action should be read into section 146, in order to make the section compatible with Article 11 of the European Convention on Human Rights (ECHR).

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.

Striking employees protected from detriment under TULRCA and Blacklisting Regulations

11 January 2022

Following on from the decision in Mercer, in Ryanair DAC v Morais and others the EAT held that the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992 (TULRCA).

Supreme Court: employer's direct pay offer to employees was unlawful inducement when collective bargaining process not completed

11 January 2022

Employers who recognise a trade union for collective bargaining purposes should take note of the Supreme Court decision in Kostal UK Ltd v Dunkley which will have to be considered where collective bargaining negotiations over pay awards or other contractual variations reach a stalemate.

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.

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.

CJRS: Less than 1 month until close – Key redundancy considerations for employers

1 September 2021

Over seventeen months since its first launch in March 2020 – and following a number of surprise extensions along the way - the Coronavirus Job Retention Scheme (CJRS) has now entered its final month. It will draw to a close on 30 September 2021. Over 11.5 million jobs have been supported by the scheme, allowing employers to retain employees on furlough. However, businesses may now be faced with difficult decisions as the financial support given by the scheme comes to an end. There are a number of key considerations for employers who may now unfortunately be considering the possibility of redundancies.

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.

COVID-19: Government response to ‘pingdemic’ – Key issues for employers

27 July 2021

Recent days have seen a flurry of COVID-19 related developments as the government seeks to react to the impact of millions of workers being ‘pinged’ by the COVID-19 App and informed they should self-isolate for up to 10 full days. This has led to significant workforce shortages across all sectors placing significant pressures on frontline and critical services.

Health is everyone’s business: Government response to consultation is published

26 July 2021

The response highlights the government’s desire to focus on supporting individuals to benefit from a preventative approach to ill-health. The government says that it wants to see employers creating healthier workplaces and offering the right support to their staff.

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).

Government to introduce duty on employers to prevent workplace sexual harassment

22 July 2021

In the UK, the #MeToo movement prompted various investigations, reports and initiatives addressing the issue of sexual harassment in the workplace including activity by the EHRC and the Women and Equalities Select Committee.

Pensions Round-Up May 2021

16 July 2021

PENSIONS ROUND-UP UK SERIES

In this edition of Pensions Round-Up we look at developments including the publication of the Pensions Regulator's Annual Funding Statement 2021 and a DWP consultation on draft regulations to amend the statutory right to transfer.

Return to workplaces: key considerations for employers – a survey

16 July 2021

For many businesses, a return to the workplace is finally on the horizon. However, the road to return may not be straight-forward for all, with complex employment law and data privacy considerations at play.

Guidance published on working safely from 19 July as employers prepare for return to workplaces

15 July 2021

Ahead of the move to Step 4 of the Roadmap on 19 July, the Government has published guidance for businesses on working safely during COVID-19 and reducing the risk in workplaces.

Be Aware UK - Government confirms plans for Step 4 of its COVID-19 Roadmap

6 July 2021

On 5 July 2021, the Prime Minister outlined his proposals for Step 4 of the government's COVID-19 Roadmap. Step 4 is scheduled to take effect on 19 July 2021, subject to a data review on 12 July 2021.

Be Aware UK: Delay to further easing of lockdown restrictions means "work from home" guidance continues

15 June 2021

The government has formally confirmed the information, leaked in part to the media over the weekend, that it is potentially postponing full easing of lockdown restrictions in England by a period of 4 weeks.

Norway - Whistleblowing Laws in Europe: An international guide

Delay to further easing of lockdown restrictions means 'work from home' guidance continues

14 June 2021

Today the government has formally confirmed the information, leaked in part to the media over the weekend, that it is potentially postponing full easing of lockdown restrictions in England by a period of 4 weeks.

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.

Gender critical beliefs can be protected philosophical beliefs under the Equality Act

10 June 2021

The EAT has today allowed the appeal in Maya Forstater v CGD Europe and others, holding that gender-critical beliefs, including the belief that sex is binary, immutable and not to be conflated with gender identity, did qualify for protection as a philosophical belief under the Equality Act.

Sweden - Whistleblowing Laws in Europe: An international guide

New workers' watchdog announced today

8 June 2021

Today the government has announced the publication of its response to consultation on establishing a new single enforcement body for employment rights, and confirmed that a new workers' watchdog will be set up.

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.

Coronavirus: 17 May 2021 – Key information for employers at Step 3 of the Roadmap

17 May 2021

Today sees England take the next step forward out of the national lockdown which was imposed on 5 January 2021. The country is now at Step 3 of the Government's "Roadmap out of Lockdown" which was announced on 22 February 2021. Step 1 took place in March, Step 2 on 12 April and Step 4 is anticipated for 21 June 2021.

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.

COVID-19 right to work check concession to end on 16 May 2021

20 April 2021

The ability to perform remote right to work checks for new employees will come to an end on 16 May 2021. On 30 March 2020, the UK

government temporarily suspended the requirement for employers to carry out right to work checks on original documentation owing to the COVID-19 pandemic.

Don't forget the Social in ESG

6 April 2021

For the food and beverage sector the focus is on environmental issues such as packaging, sourcing materials or energy efficiency of production. However, the social element and particularly social consequences of low pay is also an important area. This means firms evaluating their own wage practices and those within the supply chain.

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: Government urges employers to test staff: deadline to register for free kits extended from 31 March to 12 April 2021

1 March 2021

Provision for COVID-19 testing in the UK has been ramping up noticeably since the start of 2021 and, in the last few weeks, part of the government's focus has turned to testing in UK workplaces.

COVID-19 Federal Benefit Access Tool

26 February 2021

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

Pensions Ombudsman Round-Up February 2021

26 February 2021

In this edition of Pensions Ombudsman Round-Up we report on determinations concerning issues such as GMP entitlement, investment loss, transfers and overpayments.

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?

UK Employment Law Podcast Episode 4: IR35: what employers need to know ahead of the introduction

12 February 2021

[UK EMPLOYMENT LAW PODCAST](#)

In this edition of the DLA Piper UK Employment Law podcast series, employment partner Jonathan Exten-Wright spoke with Tax partner David Smith about the upcoming changes to IR35 that are due to come in effect in April 2021.

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.

Pensions Round-Up December 2020

29 January 2021

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including a DWP consultation about proposed changes to the structure and rates of the general levy and a report from the small pots working group on recommendations to tackle deferred, small pots.

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

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Be Aware UK: Brexit: Trade deal implications for UK Employment Law

11 January 2021

The most immediate impact for employers of the expiry of the Brexit transition period is the end of freedom of movement which has significant implications for maintenance of an international workforce, business travel, international secondments and transnational recruitment between the UK and the EU.

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.

End of the Brexit transition period and the UK/EU Trade Agreement

31 Decemeber 2020

At 11 pm on 31 December, the Brexit transition period will finish and this will mark the end of freedom of movement between the United Kingdom and European Union.

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.

Be Global: Global employment law trends and predictions at the close of an extraordinary year

18 December 2020

2020 has been an extraordinary year for employers as the pandemic and its effects continue to have a profound impact on labour markets and workplaces the world over.

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.

Be Aware UK: Coronavirus: Tiers, travel and Christmas bubbles – the latest COVID-19 developments impacting on employers

1 December 2020

On 23 November 2020, the Prime Minister announced that England's second national lockdown would come to an end on 2 December 2020 and that, on this date, England would revert to a revised and strengthened tier system of local restrictions, allowing many businesses to reopen.

Pensions Round-Up October 2020

30 November 2020

PENSIONS ROUND-UP UK SERIES

In this edition of Pensions Round-Up we look at developments including a discussion document about the Pensions Regulator's

corporate strategy and the government response to the DWP's 2019 consultation on simpler annual benefit statements.

Pensions Alert: GMP Equalisation and Past Transfers

25 November 2020

It is just over two years since the High Court issued its October 2018 landmark ruling in the case of Lloyds Banking Group Pensions Trustees Limited v Lloyds Bank plc and others which held that pension schemes must equalise benefits to compensate for the effects of Guaranteed Minimum Pensions (GMPs) accrued between 17 May 1990 and 5 April 1997.

Pensions Ombudsman Round-Up November 2020

19 November 2020

In this edition of Pensions Ombudsman Round-Up we report on determinations concerning issues such as ill-health retirement, trustee duties, divorce, GMP entitlement and protected pension ages.

Luxembourg – new Profit Sharing Scheme, repeal of Stock Option Circular and Impatriate Regime

12 November 2020

In the on-going COVID-19 context, on 14 October, the Luxembourg Ministry of Finance disclosed several tax measures as part of the budget bill for the tax year 2021 (the Bill). The Bill aims to increase tax and social equity and contains various measures related to employee incentives.

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.

Be Aware UK: Extension to Job Support Scheme announced

13 October 2020

The Chancellor of the Exchequer has today announced an expansion to the Job Support Scheme for firms which are legally required to close due to COVID-19 restrictions.

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.

Be Aware UK: Coronavirus - New self-isolation rules may lead to fines for employers

29 September 2020

Keeping on top of the latest developments in the fight against coronavirus is an ongoing task – and now employers in England need to be aware that new self-isolation rules are now in force which can lead to significant fines for those who do not comply.

Pensions Round-Up August 2020

29 September 2020

[PENSIONS ROUND-UP UK SERIES](#)

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pensions legislation, case law and regulatory guidance from August 2020.

UK Employment Law Podcast Episode 2: UK Employment Law Health Check 2020

24 September 2020

[UK EMPLOYMENT LAW PODCAST](#)

In this edition of the DLA Piper UK employment law podcast series, Partners Gurpreet Duhra and Clare Gregory look at the latest UK employment law regulation and discuss what employers need to think about now to avoid reputational damage and ensure they are compliant for future regulation.

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.

UK Employment Law Health Check 2020

15 September 2020

In 2020, we offered employers the opportunity to complete our UK Employment Law Health Check survey.

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.

Pensions Round-Up July 2020

21 August 2020

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including the Pensions Regulator's Annual Report; a reminder on

upcoming changes in relation to Statements of Investment Principles; an HMRC newsletter about GMP equalisation and a Court of Appeal judgment about equalisation.

Pensions Ombudsman Round-Up August 2020

12 August 2020

In this edition of Pensions Ombudsman Round-Up we report on determinations concerning issues such as pension increases, transfers and failure to pay contributions.

Mental Health Matters: Managing Wellbeing in Irish Workplaces

6 August 2020

Our Employment team has launched a Mental Health report entitled *Mental Health Matters: Managing Wellbeing in Irish Workplaces*.

The report reviews the impact of mental illness in the workplace. It aims to help employers strike the right balance using a proactive approach and provides tips on difficult scenarios.

Be Aware UK: Job Retention Bonus - New guidance just released

31 July 2020

The Government has today (31 July 2020) published a policy paper setting out more detailed guidance on the Job Retention Bonus announced as part of the 'Plan for Jobs' on 8 July.

Be Aware UK: Furloughed employees to receive redundancy and notice pay at full not furloughed rate

30 July 2020

The Government has published the Employment Rights Act 1996 (Coronavirus, Calculation of a Week's Pay) Regulations 2020 which come into force on 31 July.

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.

Taking Stock: Are Performance Conditions Working?

24 July 2020

Listed companies are increasingly challenged to simplify the structure of their executive remuneration. COVID-19 has brought some of the issues regarding more complex structures into sharper relief, including the way in which performance conditions function.

Israel Group News July 2020

8 July 2020

ISRAEL GROUP NEWS

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

Be Aware UK: Government lifts quarantine restrictions for some UK arrivals - what does this mean for employers?

6 July 2020

In an update to our article of 8 June 2020, after increasing pressure to review the quarantine restrictions, the Government has finally announced that with effect from 10 July 2020 travellers arriving from a number of countries will not be required to quarantine.

Share plans: Company cashflows and restructuring

1 July 2020

Managing cashflows will be a significant headache for many companies in the current COVID-19 environment and beyond. This briefing considers how share plan operation might be modified to support cash retention, and what impact more extreme cash management decisions may have on outstanding share plan awards.

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.

What you need to know about the new 14 day quarantine for UK arrivals

5 June 2020

From Monday (8 June), the majority of entrants to the UK, whether existing UK residents returning from abroad or non-residents entering for business, leisure or other purposes will be required to complete a 14-day isolation period upon arrival.

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.

UK Employment Law Podcast Episode 1: Mental Health Matters

21 May 2020

[UK EMPLOYMENT LAW PODCAST](#)

In this edition of the DLA Piper UK employment law podcast series, Partners Vinita Arora and Jane Hannon discuss mental health at work and the particular issues which the COVID-19 pandemic raises.

BC Restart Plan Phase 2: Further guidance for COVID-19 Safety Plans

19 MAY 2020

CANADIAN EMPLOYMENT LAW UPDATES - COVID-19

On May 6, 2020, BC launched its COVID-19 Restart Plan, indicating that businesses could start to re-open in Phase 2, starting today, provided that they implement and maintain measures to keep the public and employees safe.

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 à 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

The 2022 French Presidential Election: The Race To The Élysée and Beyond

28 March 2022
6:00 PM - 7:00 PM BST
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 Times: Looking back at 2021 and forward to 2022

8 December 2021

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

COP26 - The Rt Hon Ed Miliband MP in conversation with Baroness Bryony Worthington

11 October 2021
Webinar

The essential legal update for consumer goods businesses

29 September 2021
Webinar

Interviews on Key Trade Compliance Issues

22 September 2021
UK Sector Fortnight

Webinar

What are the realities of regulating Artificial Intelligence

21 September 2021
UK Sector Fortnight
Webinar

DLA Piper's women in sport initiative: sponsorship and major events

21 September 2021
UK Sector Fortnight
Webinar

Global Britain, the journey so far

16 September 2021
UK Sector Fortnight
Webinar

Measuring sustainability in hotel assets

16 September 2021
UK Sector Fortnight
Webinar

The Future of UK Infrastructure

15 September 2021
UK Sector Fortnight
Webinar

Embracing Digital Evolution

15 September 2021
Webinar

H.E. João Vale de Almeida, EU Ambassador to the UK, in conversation with Matt Frei

13 September 2021
UK Sector Fortnight
Webinar

The Kalifa Review of UK Fintech: Implementation and beyond

6 September 2021
UK Sector Fortnight
Webinar

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

25 May 2021
Webinar

A Virtual Coffee with Aviva and DLA Piper

25 May 2021

Returning to work: US employment webinar

12 May 2021
Webinar

A Virtual Coffee with L&G and DLA Piper

3 February 2021 | 11:00 AM - 12:00 PM EST
Webinar

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

26 January 2021
Webinar

Global Employment Webinar: 2020 Review and 2021 Preview

21 January 2021
Webinar

Looking back to 2020 and forward to 2021

15 December 2020
Webinar

Michael Gove: Building back better after COVID-19 and Brexit

24 November 2020

Webinar

Planning for an Uncertain World

16 November 2020
TechLaw Event Series
Webinar

IR35: Dusting Down and Preparing for April 2021

4 November 2020
Webinar

Employment law compliance: Taking stock in 2020 and looking ahead to 2021

21 Oct 2020
Webinar

A Virtual Coffee with Rothesay Life and DLA Piper

15 October 2020
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

TechLaw

31 July 2020
TechLaw Event Series
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 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 Flybe Ltd on aircraft, start of new operations and other matters

20 April 2022
DLA Piper is advising UK airline Flybe on aircraft leases, the start of its new operations, and general corporate work as part of Flybe's recent launch and start of flying from Birmingham, UK and Belfast, Northern Ireland.

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 AddApptr Group

7 April 2022

DLA Piper has advised the gaming platform Aonic AB on its acquisition of the AddApptr 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 launches indexing product for businesses to score against D&I best practice

10 February 2022

DLA Piper has launched its D&I Index to help employers benchmark themselves against best practice on diversity and inclusion (D&I).

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 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 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 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.

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 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 partners Tamara Calvert and Claire Bell recognised at Women in Pensions Awards 2020

27 November 2020

DLA Piper is pleased to announce that Pensions partners Tamara Calvert and Claire Bell have been recognised at the Women in Pensions Awards 2020, at a virtual ceremony on 25 November by Professional Pensions, the UK's leading publication for the occupational pensions industry.

Be aware UK - New Job Support Scheme in place from November

25 September 2020

The Chancellor of the Exchequer has announced a new economic package to support jobs including a new Job Support Scheme which will apply from November.

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.
