



## 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

### CONTACTS CLÉS

#### **Brian S. Kaplan**

Partner

New Jersey (Short Hills)

T: +1 212 335 4515

brian.kaplan@dlapiper.com

#### **Marc D. Katz**

Partner

Dallas

T: +1 214 743 4534

marc.katz@dlapiper.com

#### **Pilar Menor**

Senior Partner

Madrid

T: +34 91 319 12 12

pilar.menor@dlapiper.com

- International Corporate Reorganization

- Acted for a global IT company providing legal project management and full cover HR advice in an outsourcing project which affected 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

## ACTUALITÉS

---

### Publications

#### 183 days of war in Ukraine: Tax considerations for refugees and their employers

20 September 2022

A reminder to employers with a dispersed workforce of Ukrainian refugees to take a look at the status of these employees.

---

#### Best practice guide – Preparing Pension Schemes for a Bulk Annuity Quotation

8 September 2022

The bulk annuity market continues to grow and its resilience during the pandemic has been remarkable. Everyone in this market is pleased to see increasing volumes, but for this to be sustainable, efficiency will be key. Insurers want to be able to provide schemes with quotes and meet all de-risking needs.

---

#### Brazil: Transfer of a going concern – what you need to know

### CROSSROADS – ICR INSIGHTS

A transfer of a going concern (TOGC), commonly used in Brazilian asset deals and internal reorganizations such as carveouts, requires thoughtful planning. Learn what important aspects to consider with TOGCs.

By: [Alex Jorge](#) | [Rafaella Chiachio](#)

---

#### Canada: Choosing to incorporate your subsidiary in British Columbia

### CROSSROADS – ICR INSIGHTS

Looking to incorporate in Canada? British Columbia is consistently at the forefront of user-friendly, modern Canadian corporate law.

By: [Benjamin Bluman](#)

---

#### Cayman Islands: Benefitting from its flexibility and tax-neutral status

### CROSSROADS – ICR INSIGHTS

Migrating to the Cayman Islands offers benefits such as flexibility and tax neutral status. What to keep in mind?

By: [Sam Francis](#)

---

## Hong Kong: Should you deregister or liquidate that subsidiary?

### CROSSROADS – ICR INSIGHTS

Learn the nuances between deregistering an entity and liquidating an entity when it's time to eliminate that subsidiary in Hong Kong.

By: [Heng Loong Cheong](#) | [Tommy Lam](#)

---

## Japan: Navigating foreign direct investment rules when you are contemplating a corporate reorganization

### CROSSROADS – ICR INSIGHTS

When in Japan, if you are acquiring equity, changing a shareholder as part of a reorganization or taking certain other corporate actions, you need to beware of the new foreign investment rules.

---

## Switzerland: Employee transfers in an asset deal

### CROSSROADS – ICR INSIGHTS

Learn the Swiss law exception to automatic transfers of existing employment relationships in an asset deal.

By: [Dominik Hohler](#)

---

## Switzerland: Grappling with the financial assistance rules

### CROSSROADS – ICR INSIGHTS

Upstream or cross-stream financial assistance within a group of companies is a controversial topic in Switzerland. Dominik Hohler, Partner at Walder Wyss Ltd., provides a view of the current legal landscape.

By: [Dominik Hohler](#)

---

## US: Tips on converting a corporate entity

### CROSSROADS – ICR INSIGHTS

What to do when one US state won't allow you to readily convert from one entity type to another.

By: [Benjamin Guez](#)

---

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

9 August 2022

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

---

## Israel Group News July 2022

28 July 2022

### ISRAEL GROUP NEWS

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

---

## Be Global: Employment law in 5

7 July 2022

5 developments to read for July in less than 5 minutes

---

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

Updated: July 2022

---

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

28 June 2022

5 developments to read for June in less than 5 minutes

---

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

23 June 2022

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

---

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

8 June 2022

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

---

## Gender Pay Transparency: An International Survey 2022

30 May 2022

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

---

---

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

5 May 2022

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

---

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

29 April 2022

Singapore Relaxes COVID-19 Public Health and Workforce Vaccination Measures

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

---

## Israel Group News April 2022

28 April 2022

### [ISRAEL GROUP NEWS](#)

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

---

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

20 April 2022

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

---

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

4 April 2022

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

---

## 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.

---

## Israel Group News January 2022

24 January 2022

### ISRAEL GROUP NEWS

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

---

## 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.

---

## 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.

---

## **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.

---

## **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.

---

## **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.

---

## **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).

---

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

June 2022

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

---

## **Be Aware UK: Update on legislative reforms impacting employers**

25 May 2021

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

---

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

25 May 2021

Following the resurgence of COVID-19 cases in March 2021, the Social Security Office announced the reduction of mandatory social security contributions to be made to the Social Security Fund (SSF) to help ease the financial burden of employers and employees.

---

## **Israel Group News May 2021**

1 May 2021

### **ISRAEL GROUP NEWS**

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

---

## **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.

---

## 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.

---

### **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.

---

### **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.

---

## 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.

---

## 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.

---

## Evènements

### Récemment

#### Employment law trends in the Media, Sport and Entertainment sector

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

Webinar

---

## European Dinner

10 May 2022  
Webinar

---

## Whistleblowing laws of Europe

14 March 2022  
Webinar

---

## Crisis in Ukraine – a virtual roundtable discussion

17 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

---

## 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

---

### **Challenging choices for businesses: Restructure, downsize or liquidate**

14 October 2020  
Webinar

---

### **US: Employment law training**

7 October 2020  
International employment law training

---

### **Spain: Employment law training**

6 October 2020  
International employment law training

---

### **UAE and Saudi Arabia: Employment law training**

1 October 2020  
International employment law training

---

### **Romania: Employment law training**

30 September 2020  
International employment law training

---