



L&E GLOBAL

an alliance of employers' counsel worldwide

10TH

ANNIVERSARY

IN 2021

www.leglobal.org



SERVICE AND QUALITY ARE THE LEITMOTIFS OF EVERYTHING WE DO AT L&E GLOBAL

L&E Global is the worldwide leader for cross-border labour and employment law services. Whether you require advice and support in one jurisdiction or across the globe, L&E Global firms have a shared culture and built-in processes to ensure that you receive outstanding, seamless service. L&E Global delivers a simplified attorney-client relationship in regard to billing, point-of-contact, and overall advice and counsel, by offering a one-stop-shop solution for all your employment law needs.

Spanning 6 continents, L&E Global's member firms have more than 1,700 employment law specialists working from 160+ offices internationally. Together with our best friend firms, we cover 80+ countries worldwide. Our clients range from large, multinational corporations to entrepreneurial and emerging companies seeking to enter international markets. We work closely with

corporate, legal, and human resources departments, as well as top executives across a variety of sectors and industries. Client services include strategic and tactical advice on workplace issues.

Over the years, L&E Global has received accolades from esteemed legal industry insiders, including, among others, Chambers Global ('Elite' Global-Wide Employment Law Networks), The Lawyer Awards ('Global Network of the Year') and The Financial Times Innovative Lawyers Report (Commended as a 'Legal Industry Pioneer'...).



“ L&E Global has a strong international presence with members in numerous jurisdictions. Members possess a recognised regional footprint and are able to present clients with a truly international outlook. A source claims: “They have a strong network internationally, and contacts in different jurisdictions, so they are able to provide a service to clients who need assistance in other parts of the world.”

– Chambers Global



“Excellent level of expertise’ that is particularly sought after for ‘highly technical issues in employment and social security law’. Its lawyers, who are ‘available, very responsive and have great listening skills.”

– The Legal 500 EMEA

MISSION

IN OUR EVER-EVOLVING QUEST TO PROVIDE INNOVATIVE SOLUTIONS TO OUR CLIENTS, WE HAVE ADOPTED THREE CORE PRINCIPLES:

1. EFFICIENT HANDLING OF INTERNATIONAL LABOUR AND EMPLOYMENT MATTERS –

This requires the operation of seamless cross-border teams, who are able to function as a single, unified entity. We believe that L&E Global is truly defining a new standard in global law firm alliances.

2. QUALITY CONTROL AND CONSISTENCY –

Our clients tell us that in multi-jurisdictional matters and comparative studies, they benefit not only from our extensive international footprint, but also from our high degree of partner involvement, which ensures the continuity, reliability and efficiency of our services.

Our experience taught us that there are a number of components required for the delivery of a seamless service:

- Dedicated, appropriately staffed client team
- Single point of contact
- Simplified billing arrangements
- Efficient cross-border advice and counsel

3. FLEXIBLE FEE ARRANGEMENTS –

With L&E Global firms, clients receive high value services at competitive rates, from dedicated lawyers who work side-by-side with them to establish long-term business relationships. Our members also have experience working with alternative pricing arrangements such as blended rates, fixed fees, capped fees, success fees and more, and they are prepared to work with you to reach an agreement that best suits your needs and your budget.



“Strong experience advising international companies.”

– The Legal 500 EMEA

OUR EXPERTISE

GLOBAL PRESENCE, LOCAL PERSPECTIVE

Even in the era of far-reaching international trade agreements and regional economic and political partnerships, the majority of laws and regulations governing the workplace are still determined by the individual countries where employees work. Employment and pension law is comprehensive, but also complex and at times even contradictory.

Our contacts with employment lawyers in 80+ countries worldwide help clients navigate the maze of employment regulations, contractual agreements and other legal requirements employers have to contend with in their business. In addition, we help our clients become more efficient by assisting in the business decision process and pointing out ways of implementing decisions as early and as cost-effectively as possible. Our lawyers discuss the risks, opportunities and alternatives available to clients. Our employment law specialists counsel clients on labour law issues affecting businesses across the globe, including:

- Assessing workplace compliance challenges
- Works council – co-determination and consultation
- Cross-border trade union actions
- Collective redundancies
- Transfer of undertakings
- Data protection
- Employee codes of conduct, policies, and work rules
- Minimising and defending claims of discrimination
- Pensions and other employee benefits
- Global mobility / immigration
- Trainings programs – Executives, Company, Seminars, Webinars, Workshops

OUR CLIENTS

In a world where law firms' quality of service and fees are under constant pressure, L&E Global's member firms have successfully deepened and diversified their existing practices in order to provide comprehensive employment law services to clients ranging from large, multinational corporations to entrepreneurial and emerging companies seeking to enter international markets.

In order to better meet the needs of our clients and to reflect the reality of their business, we have bundled our expertise into several key sectors:

- Technology, Media & Communications
- Financial services
- Manufacturing
- Pharmaceuticals & Lifesciences
- Consumer Products
- Retail
- Energy
- Automotive

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“Exceptional value on content and guidance for all employment law topics and timely responses.”

– Chambers Europe





“Very skilled and solution-oriented, able to give hands-on advice and suggest alternatives based on their solid in-depth knowledge.”

– Chambers Europe

SELECTION OF CLIENT ENGAGEMENTS

- L&E GLOBAL’s member firms were selected by an e-procurement platform enterprise to transform the client’s legal structure into a Societas Europaea. Countries involved: Germany, Austria, France, Italy, Hungary, the Netherlands, Poland, Slovakia and Spain.
- L&E GLOBAL, together with Clyde & Co UK, submitted an RfQ for a diversity and inclusion project for a publisher. All firms involved were subsequently instructed. The following countries were requested: UK, Germany, Spain, Norway, Sweden, USA, South Africa, Australia, New Zealand, China, Japan, Singapore, South Korea, Taiwan, Malaysia and India.
- L&E GLOBAL’s member firms are acting for an American multinational investment firm: advice on global diversity and inclusion issues in Australia, Brazil, Canada, China, France, Germany, Hong Kong, India, Indonesia, Italy, Ireland, Japan, Korea, Luxembourg, the Netherlands, Nigeria, Peru, Singapore, Spain, South Africa, the UAE and the UK.
- L&E GLOBAL’s member firms are assisting an American commercial real estate company that provides flexible shared workspaces for technology start-ups and services for other enterprises: the client requested advice on global diversity and inclusion. Jurisdictions involved are Argentina, Australia, Brazil, Colombia, Germany, Israel, Japan, Mexico, Singapore, South Korea and the UK.
- L&E GLOBAL, together with Jackson Lewis (USA), was retained to conduct global employment law due diligence by an investment firm in an acquisition. The firms involved in the due diligence projects: the UK, the Netherlands, Spain, China, Canada, France, Portugal, Switzerland, Germany, Romania and our best friends in Bulgaria, Denmark, South Africa and Greece.
- L&E GLOBAL secured a new client: a platform that helps companies through the process of hiring, onboarding and then providing contractors with HR services, leading to instructions in Brazil, Italy, India, Sweden, Australia, Singapore, Bosnia and Denmark.



“Their lawyers provide innovative solutions to complex problems.”

– Chambers Europe

GLOBAL PARTNERSHIPS

L&E Global regularly sponsors and participates in international conferences presented by prestigious institutions.

OUR COMMITMENT TO SOCIETY

Increasingly, society expects businesses to integrate Corporate Social Responsibility (CSR) and sustainability into their operations. L&E Global and our member firms are dedicated to improving the community of employers and employees, and the field of labour and employment law in general and have consequently developed a variety of programmes and policies to effect positive change.

BEST IN CLASS

Many of our firms provide legal advice to charitable institutions on a pro bono basis including, among many others:





LEGAL TECHNOLOGY

The world is changing, and innovation is key in every business, including the legal industry. At L&E Global we have an international team that is working across borders on legal technology. L&E Global is a member of the European Legal Technology Association (ELTA), an association of law firms, companies, legal technology providers, start-ups, and individuals in Europe. L&E Global is continuously researching and working with legal technology tools which can be an added value to our clients in order to save billing time and consequently provide the client with specific advice more efficiently.



Pusch Wahlig Workplace Law honoured with the STP Legal Innovation Award in the category 'Special' in 2018.



A Game-Changing Partnership: Flichy Grangé Avocats and Cybelangel Team Up to Offer Expert Solutions for Boosting HR Data Security.

JacksonLewis

Jackson Lewis named "Best in Innovation" in the inaugural edition of BTI Legal Innovation and Technology Outlook. "These firms are reshaping the legal market," said Michael Rynowecer, President and Founder of BTI. "They stand out as being able to put together the broadest, most impactful and robust innovation and technology strategies, and as being the most innovative."

ENRICHED SERVICES

L&E Global has developed specialised, client-focused knowhow products and services on a global scale, as part of our added-value services. L&E Global, together with our member firms, keep clients well-informed of the latest legal trends that could impact the workplace, by providing comprehensive legal analysis from around the world, now and in the future.

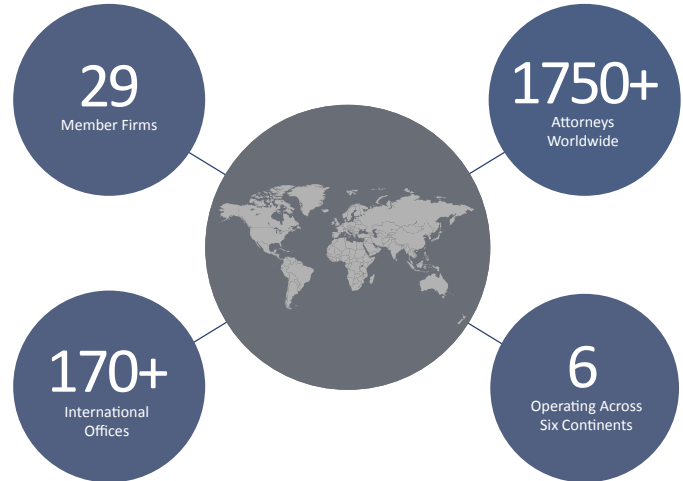
L&E GLOBAL KNOWLEDGE CENTRE

From interactive microsites to international webinars, global handbooks and special reports on the latest legal developments impacting the workplace, clients can explore employment law resources from across the globe, together in one place – **the L&E Global Knowledge Centre – the world at your fingertips!**



“Very detail-oriented, patient and able to assess things from the client’s standpoint.”

– Chambers Asia Pacific





OPENING UP SHOP

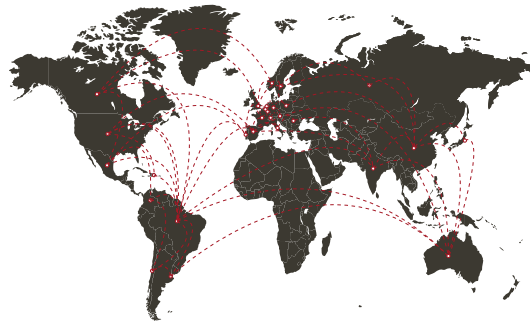
L&E Global's Opening up Shop e-compendium and interactive microsite present country-specific, tailor-made checklists and guidelines to assist employers seeking to open operations in a new jurisdiction. Each report provides insights into three key areas: (1) Labour and employment requirements; (2) Corporate requirements; and (3) payroll and benefits providers.

EMPLOYMENT LAW TRACKER

L&E Global's Employment Law tracker is our highly-anticipated monthly bulletin containing country-specific articles with an international focus, detailing recent case law, legislation or other workplace law-related observations that may impact the operations of clients in various sectors. **Click here** to subscribe now to receive the latest developments on all-things labour and employment law related, courtesy of L&E Global.

EMPLOYMENT LAW OVERVIEWS

Discover the most important labour and employment rules, regulations and best practices governing the workplace, conveniently together in one place – L&E Global's Employment Law Overviews 2021-2022. Our popular series of Employment Law Overviews ('ELO') have become the go-to field guides for corporate, legal and HR decision-makers. Moreover, for companies operating in multiple countries, we offer the **ELO 2021-22: Global Edition** cross-border compendium, outlining the employment law regime across 28 jurisdictions worldwide. The ELO series is further enhanced by our interactive microsite. Our **Country Comparison Tool** pulls the latest data from the Employment Law Overviews, sorts the information into 11 primary topics and 30+/- secondary subjects, and allows you to automatically generate a concise and workable country-by-country comparison of the issues, based on your chosen criteria.



CORONAVIRUS IN A FLASH MICROSITE

The Coronavirus (COVID-19) pandemic continues to sweep the globe at an alarming rate. Meanwhile, employers worldwide are struggling to respond to the rapidly evolving challenges to their businesses. L&E Global's more than 1,700 attorneys worldwide are available to assist clients with their workplace challenges during this extremely difficult period, and we designed our dedicated **Coronavirus In A Flash microsite** in order to help clients forge some level of order from the current chaos.



GLOBAL HANDBOOKS

Our anthology of global handbooks provide practical advice and guidance to clients on a host of complex issues, across a variety of sectors and industries. With analyses from key jurisdictions throughout the globe, these comprehensive publications have become a valuable resource for HR professionals, employment and corporate attorneys, academics and jurists, worldwide.

CROSS-BORDER REMOTE WORK FAQs

• HANDBOOK AND MICROSITE

L&E Global launched the latest addition to our global publication series in July 2021, on the trending topic: Cross-Border Remote Work FAQs. These insightful guides (and dedicated microsite) focus on one of the most important trends reshaping the workplace in the 21st Century – foreign nationals working remotely for a foreign employer in a host country. L&E Global's Cross-Border Remote Work FAQs present timely insights and analysis on a range of labour issues that have surged in the wake of the Covid-19 pandemic. We specifically created this series to deal with questions that frequently arise with regard to:

- work authorisation and visa requirements;
- applicability of local social security and other payroll obligations;
- circumstances that could subject the remote worker to local employment law regulations;
- specific rules that govern remote work in the host country;
- employee's exposure to local income tax; and
- permanent establishment risks for the foreign company by virtue of the remote worker's activities.



COVID-19: BACK TO WORK

• HANDBOOK AND MICROSITE

In this COVID-19: Back To Work – Special Report, we compile the best information and guidance available from 28 major markets concerning the most important workplace law issues that you will encounter, as you reopen your business and seek to improve the safety of your operations: national emergency mandates and special programmes aiding affected businesses, health and safety measures, teleworking, managing COVID 19-related employee issues and cost reduction strategies. Perhaps most importantly, we identify local sources for you to consult in order to remain up-to-date, and set out best practices learned from the already robust experience many others have had in dealing with this crisis.



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“The team members have considerable legal expertise and a desire to find a positive outcome and not just stick to the letter of the law, but to find a solution.”

– Chambers



WE COVER THE WORLD



"I really appreciate the availability and the willingness to create, innovate and find solutions."

— Chambers Europe





- Buenos Aires
- “Allende & Brea always offers timely and efficient responses to our queries,” a client affirms, adding: “Their labour advice is fundamental to our business.” Band 4, Chambers Latin America 2022.
- “Allende & Brea’s practice ‘goes beyond mere interpretation of the law’ and ‘seeks to collaborate with the company’s strategy by providing creative solutions in an adverse context’. Nicolás Grandi leads the team and focuses on employment advice for multinational and local corporations, especially regarding M&A, employee transfers, global transactions and labour litigation.” Tier 3, The Legal 500 Latin America 2022.
- **Nicolás Grandi, Partner, ngrandi@allende.com**



“High-quality service and immediate availability to the client,” adding: “Their biggest strength is the timeliness with which they respond to demands.”

– Chambers Latin America



- Sydney, Melbourne and Brisbane
- “Michael Harmer of Harmers Workplace Lawyers is well known in the market for his work on contentious matters concerning a wide range of issues including modern awards, discrimination and industrial action. A client comments: “He has a brilliant mind, knows workplace law inside-out, is indefatigable, and is ever courteous and considered.” Band 4, Chambers Asia-Pacific 2022.
- “The boutique employment firm Harmers Workplace Lawyers acts for both employers and employees with offices in Sydney, Brisbane and Melbourne. Michael Harmer is head of the group in Sydney and is supported by Emma Pritchard and Jenny Inness who are also notable team members in Sydney.” Tier 5, The Legal 500 Asia-Pacific 2022.
- Harmers won the 2021 & 2019 Australasian Law Awards for “Employment Law Specialist Firm of the Year” and the 2020 Lawyers Weekly Australian Law Awards “Employment & Workplace Relations Team of the Year”. The firm was also the recipient of the 2020 & 2019 Human Resources Director magazine’s HR Service Provider Awards “Gold Medal for Employment Law”; and has received several global awards for “Employment/Industrial Law Firm of the Year – Australia” (2011 – 2021). Harmers is consistently ranked in international directories as a recommended law firm in labour and employment law in Australia.
- **Michael Harmer, Partner, michael.harmer@harmers.com.au**



- AUSTRIA



- Vienna
- “The team is very responsive and always delivers quickly, but also thoroughly.” Tier 5, The Legal 500 EMEA 2021.
- “Anna Mertinz is appreciated for her expertise in employment law, covering a wide array of mandates ranging from collective bargaining agreements and working time arrangements to employee transfers and COVID-19-related issues. She is particularly strong in cases involving data protection. Highly appreciative of Anna Mertinz’s services, one client explains: “She is available at any time and I will be well looked after in all matters,” adding: “She is extremely competent and very friendly and even in the most complicated case she gives me the feeling that we will find a good solution.” Band 4, Chambers Europe 2022.
- **Anna Mertinz, Partner, anna.mertinz@kwr.at**

Van Olmen & Wynant - BELGIUM



- Brussels
- “We are convinced that the lawyers have the right knowledge and approach.” Band 3, Chambers Europe 2022.
- Department Head “Chris Van Olmen has a strong focus on advising start-up companies on employment contracts. He also represents employees in dismissal cases. An interviewee appreciates that he “always puts his clients first; he does go the extra mile in ensuring that things are delivered.” Band 2, Chambers Europe 2022.
- “Van Olmen & Wynant’s ‘dynamic’ team is led by the ‘very experienced and client-focused’ Chris Van Olmen. Nicolas Simon ‘understands situations with ease and provides reliable and solid legal counsel’. The ‘reliable’ Vincent Vuylsteke and associate Gautier Busschaert (‘very professional and effective’) are also key individuals.” Tier 2, The Legal 500 EMEA 2021.
- **Chris Van Olmen, Partner, chris.van.olmen@vow.be**



- BRAZIL



- Offices across Brazil, including Sao Paulo, Rio de Janeiro, Brasilia, Campinas and Porto Alegre
- Market commentators highlight the team’s capabilities and praise its “high-quality service and immediate availability to the client. Their biggest strength is the timeliness with which they respond to demands.” Band 2, Chambers Brazil 2021.
- “The firm, which is a member of the L&E Global network, also has dedicated teams of partners and lawyers in its Porto
- Alegre and Campinas offices. The overall offering makes it a popular choice for some of Brazil’s largest employers, and the team’s status is reflected in the highly sensitive nature of much of its work, which includes high-profile mass redundancies and union negotiations.” Tier 1, The Legal 500 Latin America 2022.
- **Mihoko Sirley Kimura, Partner, mkimura@tozzinifreire.com.br**



- CANADA



- Toronto, London, Hamilton
- One client said: “I find them to be extremely strong and good business partners. They help support me and my team, they help us make good decisions and ensure we’ve remained compliant.” Another client stated: “I look to Filion to provide much of the strategic direction and thinking. The one thing I appreciate the most is that they provide practical advice that is actionable.” Band 1 (Ontario) and Band 2 (Nationwide), Chambers Canada 2022.
- Ontario boutique Filion Wakely Thorup Angeletti acts solely for employers on all aspects of employment law. Tier 3, The Legal 500 Canada 2022.
- **Robert Bayne, Partner, rbayne@filion.on.ca**



**C Cariola Díez
Pérez-Cotapos**

- CHILE



- Santiago de Chile
- “Cariola Díez Pérez-Cotapos’s labour team has a high level of professionalism, knowledge and attention to detail.” Band 4, Chambers Latin America 2022.
- “Chilean member-firm of the L&E Global employers’ counsel alliance, Cariola’s five-member department is well known for its expertise in collective bargaining, immigration and the labour issues surrounding company restructurings; it also has substantial experience in compensation packages, stock options plans and the tax aspects of labour benefits; it is also increasingly active in litigation.” Tier 2, The Legal 500 Latin America 2022.
- **Ricardo Tisi, Partner, rtisi@cariola.cl**



- CHINA



- More than 1,100 professionals working across mainland China, including Beijing and Shanghai
- “We are very satisfied with Zhong Lun’s attorneys,” confirms another client, who further praises the team for “providing practicable legal advice and best market practice.” Band 1, Chambers Greater China Region 2022.
- “The attorneys from Zhong Lun are very professional, teamwork spirit and can provide best practice, can provide proactive suggestion.” Tier 1, The Legal 500 Asia-Pacific 2022.
- **Carol Zhu, Partner, CarolZhu@zhonglun.com**



- COLOMBIA



- Bogotá and Medellín
- “Market-leading firm boasting a highly distinguished team, actively involved in a variety of significant labour and employment cases. López & Asociados stands out in the market for handling collective bargaining processes regarding unionised employees within the oil and gas, financial services and technology industries. According to one client, ‘They are recognised for being an eminent firm in the labour arena in Colombia and they have a team of lawyers who have an excellent vision of the sector and who can understand the needs of their clients.’” Band 1, Chambers Latin America 2022.
- “Labour boutique López & Asociados Abogados is ‘always at the forefront of issues’, praised for the quality of its services during the pandemic and for its international connections through its place in employers’ counsel alliance L&E Global.” Tier 1, The Legal 500 Latin America 2022.
- **Alejandro Castellanos, Partner, alejandro.castellanos@lopezasociados.net**

HAVEL & PARTNERS

CONNECTED THROUGH SUCCESS

- CZECH
REPUBLIC



- Prague, Brno, Bratislava, Pilsen, Olomouc and Ostrava
- The labour law and corporate immigration practice at Havel & Partners offers “comprehensive coverage of employment law and related areas. Handles mandates concerning compliance, internal HR audits and investigations. Advises clients on market entries, employee transfers and collective bargaining agreements, as well as restructurings and relocation of companies. Represents clients from a range of industries, including the retail, manufacturing and technology sectors.” Band 3, Chambers Europe 2022.
- **Jan Koval, Partner, jan.koval@havelpartners.cz**

Sánchez y Salegna

- DOMINICAN
REPUBLIC



- Santo Domingo
- “Sánchez y Salegna are noted for advising call centres and clients from the business technology solutions field, and actively provide counselling on collective and individual labour litigation cases, as well as across collective bargaining, hiring policies and outsourcing.” Clients say, ‘They are knowledgeable of the law, work together well as a team, and understand our company’s targets.’ Band 3, Chambers Latin America 2022.
- **Angelina Salegna Bacó, Partner, asalegna@sys.do**



- FRANCE



- Paris
- “Clients appreciate the firm’s in-depth insight and “commercial approach to difficult matters” and praise in particular its “expertise and reliability.” Band 1, Chambers Europe 2022.
- “Flichy Grangé Avocats is to be “recommended without moderation.” The large 70-strong boutique has an “excellent level of expertise” that is particularly sought after for “highly technical issues in employment and social security law.” Tier 1, The Legal 500 EMEA 2021.
- **Joel Grange, Partner, grange@flichy.com**

Pusch Wahlig Workplace Law

- GERMANY



- Berlin, Düsseldorf, Frankfurt am Main, Munich, Hamburg and Cologne
- “Clients appreciate that the team offers “exceptional value on content and guidance for all employment law topics and timely responses.” Clients also highlight that the lawyers “can use the appropriate language with whomever they are talking to in the company and look for the right solution for us.” Band 3, Chambers Europe 2022.
- “The dynamic employment law boutique Pusch Wahlig Workplace Law offers comprehensive advice on the full spectrum of employment law. In the course of this, the firm increasingly relies on LegalTech solutions and is particularly well versed in handling trend topics such as platform economy, false self-employment and employee data protection.” Tier 3, The Legal 500 EMEA 2021.
- **Tobias Pusch, Partner, pusch@pwwl.de**



INDUSLAW
THOUGHT LEADERSHIP ... APPLIED

- INDIA



- Offices throughout India, including Bangalore, Mumbai, Delhi and Hyderabad
- “The comprehensive employment practice at IndusLaw has a broad national footprint. Active on a range of employment-related mandates including reduction in force exercises, internal investigations, the structuring of both domestic and international compensation. Also handles contentious issues, covering internal investigations and complaints regarding wrongful termination.” Band 2, Chambers Asia-Pacific 2022.
- “The employment practice group benefits from a seasoned bench able to assist with the full range of contentious and non-contentious matters. Team head Avik Biswas is ‘energetic, bold and gives very practical advice to navigate complex issues’ when drafting HR policies and assessing internal regulatory compliance; strong support comes from Sowmya Kumar – who made partner in April 2021 – on global reductions-in-force following the Covid-19 pandemic and new labour code transitions, as well as senior associate Ivana Chatterjee.” Tier 1, the Legal 500 Asia-Pacific 2022.
- **Avik Biswas, Partner, avik.biswas@induslaw.com**

Atsumi & Sakai

- JAPAN



- Tokyo
- “Atsumi & Sakai offers expertise in contentious terminations, claims for reinstatement and power harassment matters. Also skilled in working on employment aspects pertaining to mergers and in compliance matters. Well versed in acting for corporations on issues concerning employees’ mental health issues. Acts on behalf of foreign corporations and their Japanese subsidiaries, as well as domestic entities.” Band 2, Chambers Asia-Pacific 2022.
- “Atsumi & Sakai advises on all aspects of employment law including employment agreements, directors’ and officers’ service contracts and work rules. The group has particular expertise in assisting foreign corporations with the issues surrounding the termination of employment in Japan including preparing termination schemes and related disputes.” Tier 3, The Legal 500 Asia-Pacific 2022.
- **Tatsu Yamashima, Partner, tatsu.yamashima@aplaw.jp**

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“Clients appreciate that “on top of their legal ability the lawyers are able to gear advice towards our business.”

– Chambers Europe

KLEYR | GRASSO
AVOCATS A LA COUR

- LUXEMBOURG



- Luxembourg City
- Clients praise the “great service” the firm provides, describing the team as “very knowledgeable and dedicated, strategy minded and careful with the deadlines and the interests of their clients.” Band 1, Chambers Europe 2022.
- Praised for its “extensive knowledge of labour law”, KLEYR | GRASSO provides “a responsive service” to domestic and international clients. Tier 1, The Legal 500 EMEA 2021.
- **Christian Jungers, Partner, christian.jungers@kleyrgrasso.com**

DM De la Vega &
Martínez Rojas, S.C.
ABOGADOS

- MEXICO



- Mexico City
- A client notes that De la Vega & Martínez Rojas’ lawyers “bring new initiatives instead of limiting themselves to offering reactive advice; they are proactive lawyers.” Band 3, Chambers Latin America 2022.
- “Boutique firm De la Vega & Martínez Rojas, S.C., has rapidly established its market credentials and relevancy, thanks to a specialised practice that handles the gamut of labour and employment matters, including compensation and benefits, and social security. Mexico’s L&E Global employers’ counsel alliance member-firm, the practice also houses a specific team dedicated to immigration matters.” Tier 2, The Legal 500 Latin America 2022.
- **Oscar De La Vega, Partner, odelavega@dlvmr.com.mx**

P A L T H E
O B E R M A N
advocaten

- NETHERLANDS



- Amsterdam
- Market sources consider the firm to have “good and practical lawyers with a good track record for dismissal cases and works council matters.” Band 3, Chambers Europe 2022.
- Employment boutique Palthe Oberman is “very much on top of its game” and “aware of all the latest issues and developments.” Tier 4, The Legal 500 EMEA 2021.
- **Christiaan Oberman, Partner, oberman@paltheoberman.nl**

Storeng
Beck &
Due Lund

- NORWAY



- Oslo
- Sources say: “They’re strong as a niche firm who are focused on employment.” Band 4, Chambers Europe 2022.
- ‘Strong knowledge about Norwegian employment law. Professional and easy to work with, always give clear recommendations based on different scenarios. Efficient and flexible with regards to time and meetings.’ Tier 4, The Legal 500 EMEA 2021.
- **Kari Andersen, Partner, kari@sbdln.no**



- PERU



- Based in Lima, the firm has 11 offices across Peru
- “The national presence of Muñiz, Olaya, Meléndez, Castro, Ono & Herrera Abogados serves this area well, its ten offices throughout Peru advising local productive, agricultural, port and manufacturing industries, among others, on all their labour law needs. The practice stands out for its expertise in large-scale collective bargaining, in addition to a vast caseload of litigation on behalf of some leading domestic employers.” Tier 2, The Legal 500 Latin America 2022.
- Well-regarded partner César Puntriano “offers a high-quality work product, as well as being empathetic to our needs,” a client reports. Another interviewee describes him as “an excellent and reliable lawyer,” adding: “César Puntriano provides practical and down-to-earth advice.” Band 3, Chambers Latin America 2022.
- César Puntriano, Partner, cpuntriano@munizlaw.com



- POLAND



- Cracow and Warsaw
- Sources recommend the practice, with one impressed interviewee reporting that the firm is “One of the strongest players in the field.” Band 2, Chambers Europe 2022.
- Sobczyk & Partners is “an undisputed market leader” that combines “academic knowledge with cross-sector expertise.” Tier 4, The Legal 500 EMEA 2021.
- Arkadiusz Sobczyk, Partner, arkadiusz.sobczyk@sobczyk.com.pl

M **MORAIS LEITÃO**
L GALVÃO TELES, SOARES DA SILVA - PORTUGAL
& ASSOCIADOS



- Lisbon, Porto and Funchal (Madeira) plus alliance offices in Angola, Mozambique and Cabo Verde
- Clients praise the insight the team offers, describing the “excellent planning and strategic approach to each case.” They also highlight the department for its “specific knowledge and expertise in employment law,” in addition to the “excellent communication with the lawyers.” Band 1, Chambers Europe 2022.
- Morais Leitão, Galvão Teles, Soares da Silva & Associados’ team of “skilled professionals” cover all areas of labour and employment work. Tier 1, The Legal 500 EMEA 2021.
- Pedro Pardal Goulão, Partner, pgoulao@mlgts.pt

M **MAGDA VOLONCIU**
A & ASOCIAȚII - ROMANIA



- Bucharest and Constanta
- “Sources are impressed by the team’s responsiveness, with one client highlighting that the lawyers are “dedicated and ambitious.” Another adds: “I really appreciate the availability of the firm and the willingness to create, innovate and find solutions.” Clients further highlight that the “whole team has a deep and extensive knowledge of labour issues. They are always capable of delivering the work within an agreed timeframe.” Band 1, Chambers Europe 2022.
- “Employment boutique Magda Volonciu and Associates’ team has “a great eye for details.” Tier 1, The Legal 500 EMEA 2021.
- Magda Volonciu, Partner, magdavolonciu@volonciu.ro



CLYDE & CO
CLASIS SINGAPORE
A joint law venture

- SINGAPORE



- Singapore
- “Clyde & Co Clasis Singapore has continued to cement its standing in the employment market; its leading name Thomas Choo was made a senior equity partner in 2021. The presence of Prakash Pillai and legal director Junxiang Koh provides further extensive experience in contentious employment matters and court proceedings. The Singapore group has acted for clients in an impressive range of disputes concerning alleged wrongful terminations, data protection breaches, and non-competition clauses. The team is also well-connected to other offices around APAC and across the world. It represents a range of multinationals, most notably a number of global insurance companies.” Tier 2, The Legal 500 Asia- Pacific 2022.
- **Thomas Choo, Partner, thomas.choo@clydeco.com**

Suárez de Vivero - SPAIN



- Barcelona and Madrid
- “Boutique employment firm acting for both domestic and international clients on social security issues, labour and immigration law. Advice includes company social plans, due diligence, collective bargaining agreements and human resources training. Expertise cuts across sectors including insurance, retail and manufacturing. A client commends the practice for its “excellent service in terms of time, quality, and personalised attention.” Band 4 (Nationwide), Chambers Europe 2022.
- **Iván Suárez, Partner, isuares@suarezdevivero.com**



CEDERQUIST - SWEDEN



- Stockholm
- Clients appreciate that “on top of their legal ability the lawyers are able to gear advice towards our business.” Other clients praise the team as being “very skilled and solution-oriented, able to give hands-on advice and suggest alternatives based on their solid in-depth knowledge.” Band 1, Chambers Europe 2022.
- “Cederquist’s ‘excellent’ team is led by the ‘very professional and experienced’ Robert Stromberg.” Tier 1, The Legal 500 EMEA 2021.
- **Robert Stromberg, Partner, robert.stromberg@cederquist.se**



- SWITZERLAND



- Zurich
- Well-known for providing exceptional service and pragmatic advice. Full range of employment services, including social security, data protection, immigration and employment litigation. Labour and employment team consists of seasoned lawyers who have accumulated years of experience with business law firms and as in-house counsels of international corporations.
- Won ‘Top Law Firm for Employment Law’ by business magazine Bilanz and newspaper Le Temps.
- Denis Humbert was awarded Labour and Employment ‘Lawyer of the Year’ by Who’s Who Legal Switzerland 2021:
- “Denis Humbert is regarded as an “outstanding practitioner and an excellent negotiator” by impressed peers, with one stating that he is “the best labour and employment lawyer I know.”
- **André Lerch, Partner, lerch@hhl-law.ch**

CLYDE&CO - UNITED KINGDOM



- London, Aberdeen, Edinburgh, Glasgow, Guildford, Leeds, Manchester, Newcastle, Oxford
- “Well known for helping insurance clients and financial services institutions with a full range of employment law issues, including regularly advising on team moves. Able to leverage its international footprint to advise on multi-jurisdictional work. Demonstrates notable experience handling contentious matters. Also has the capability to provide advice on large-scale corporate transactions.” Band 3, Chambers UK 2022.
- ‘The team was efficient and very available. They work in an inclusive manner and are extremely flexible accommodating requests at short notice. They worked well with our in-house team. We appreciated the insight provided following litigation including lessons learned.’ Tier 4, The Legal 500 UK 2022.
- **Robert Hill, Partner, robert.hill@clydeco.com**

JacksonLewis - UNITED STATES



- More than 950 attorneys working from 60+ locations throughout the US and Puerto Rico
- Clients attest to the “high-level results” delivered by the firm and the calibre of its attorneys, stating: “They are proactive and have experts across the board: they are able to handle any labour and employment matter that may arise,” and: “The attorneys consistently demonstrate outstanding skills and expertise.” Multiple sources laud the firm for the “high value in their advice and representation” and “great value for money.” Band 2 (nationwide), Chambers USA 2021.
- Jackson Lewis’ “solution-oriented and timely team” stands out for its “excellent cost value” and “outstanding work product.” Tier 2 (labour-management relations), The Legal 500 USA 2021.
- Jackson Lewis ranked number one ‘Ceiling Smasher’ in Law 360’s Glass Ceiling Report 2020.
- Jackson Lewis is consistently recognised for delivering client service excellence to the world’s largest corporations by industry insiders. Jackson Lewis has also been recognised by in-house counsel of Fortune 1000 companies following a comprehensive survey as “the single highest-ranked firm clients want by their side in employment battles.” In addition, Jackson Lewis is ranked in the first tier nationally in the category of Labour and Employment Litigation, as well as in both Employment Law and Labour Law on behalf of Management in the U.S. News – Best Lawyers® “Best Law Firms”. As an “AmLaw 100” firm, Jackson Lewis has one of the most active employment litigation practices in the United States, with a current caseload of over 5000 litigations and approximately 300 class actions.
- **John Sander, Principal, John.Sander@jacksonlewis.com**

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