
L&E GLOBAL
Employers' Counsel Worldwide
leglobal.law

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 2000+ employment law specialists working from 175+ 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'...).

Chambers
TOP RANKED
Global
2026
L&E GLOBAL

> '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

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.

> ‘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

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



‘Strong experience advising international companies.’

– The Legal 500 EMEA

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

> 'Exceptional value on content and guidance for all employment law topics and timely responses.'
>
> – 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, Greece and South Africa, together with our best friends in Bulgaria and Denmark.

- 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.

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

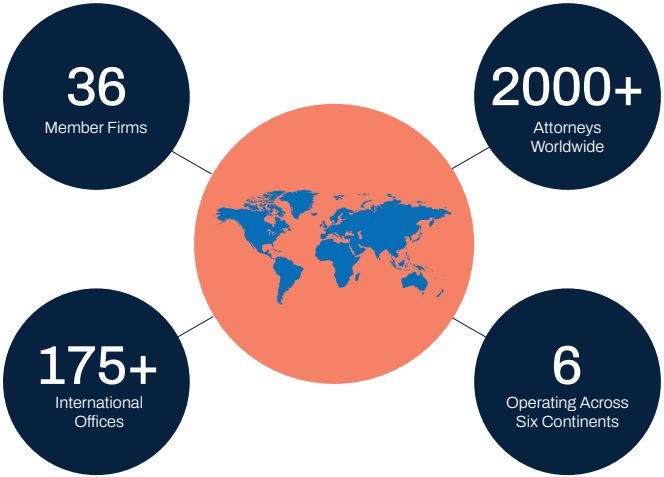
Many of our firms provide legal advice to charitable institutions on a pro bono basis including, among many others:

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!



> ‘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

L&E COMPARE!

Our **Country Comparison Tool** gives a summary of the Employment Law of all jurisdictions covered by L&E Global. The information is sorted into 11 primary topics and 30+ secondary subjects and allows you to automatically generate a concise and workable country-by-country comparison issues, based on your chosen criteria.

OPENING A BUSINESS IN

L&E Global's Opening a Business In 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) Corpporate 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 developmens 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 2025.**
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 2025: Global Edition** cross-border compendium, outlining the employment law regime across 32 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.

GLOBAL HANDBOOKS

Our anthology of global handbooks provides 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

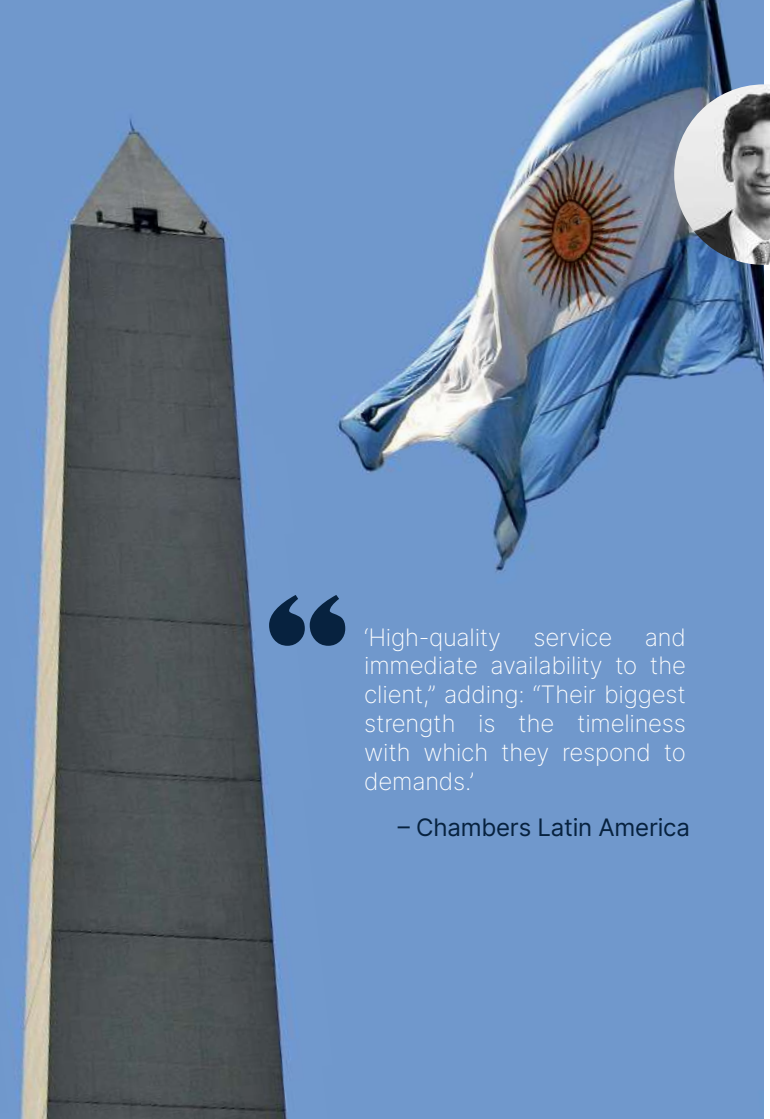
L&E Global has developed a global publication series on a highly topical subject: **Cross-Border Remote Work FAQs**. These insightful guides, alongside a dedicated microsite, explore one of the most significant trends reshaping the 21st-century workplace: foreign nationals working remotely for a foreign employer while based in a host country. L&E Global's Cross-Border Remote Work FAQs provide timely insights and practical analysis across a wide range of labour and employment issues. The series has been specifically designed to address the questions that most frequently arise, including:

- 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.

WE COVER THE WORLD

> 'I really appreciate the availability and the willingness to create, innovate and find solutions.'
>
> – Chambers Europe





ALLENDE
ALLENDE & BREA

ARGENTINA

- Buenos Aires
- 'One strength of the Allende & Brea team is its ability to consistently identify key issues and develop effective strategies to address them, thanks to their deep bench of experienced attorneys.' Band 3 Chambers Latin America 2026.
- 'I would highlight the level of detail and the support for the legal framework that they always provide.' Tier 3 in The Legal 500 Latin America 2026.

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

HARMERS
WORKPLACE LAWYERS



AUSTRALIA

- Sydney, Melbourne and Brisbane
- 'Michael is a very strong lawyer across the board.' Band 4, Chambers Asia-Pacific 2026.
- 'The two who stand out, and with whom we are primarily in contact, are Amy Zhang and Michael Harmer. They are a strong employment law practice with good knowledge of our business.' Tier 5, The Legal 500 Asia-Pacific 2026.
- Ranked in the 'IEL Elite' for 2026 by International Employment Lawyer.
- 'Excellent knowledge of HR law, high profile discrimination and WHS matters.' 'Hall of Fame' The Legal 500 Asia-Pacific 2025.
- 'Exclusive Winner in Australia for Labour & Employment Law' in the 2026 & 2025 Lexology Client Choice Awards.
- 2025 HRD Magazine Readers' Choice awards for 'Employment Law' and 'WHS Training'.
- 2025 Lawyers Weekly 'Diversity Law Firm of the Year'.

- Harmers has received several global awards for 'Employment/Industrial Law Firm of the Year – Australia' (2011 – 2023), and is consistently ranked in international directories as a recommended law firm for labour and employment law in Australia.

Michael Harmer
Partner
michael.harmer@harmers.com.au



Van Olmen & Wynant

BELGIUM

- Brussels
- 'Van Olmen & Wynant has communicated well in every step of each matter. The team is responsive and has good technical expertise.' Band 3 Chambers Europe 2026.
- 'The attorneys at Van Olmen & Wynant differentiate themselves through their proactive communication and collaborative approach.' Tier 2, The Legal 500 EMEA 2026.

Chris Van Olmen
Partner
chris.van.olmen@vow.be

"'Their lawyers provide innovative solutions to complex problems.' – Chambers Europe

Tozzini Freire.



BRAZIL

- Offices across Brazil, including Sao Paulo, Rio de Janeiro, Brasilia, Campinas and Porto Alegre
- We appreciate their responsiveness, clear advice and holistic view on the matters. TozziniFreire's labour team is knowledgeable and has been supporting our company in a phenomenal way. Band 2 in Labour & Employment: The Elite, Chambers Brazil 2026.
- 'They know the client's operations very well and always advise by looking at the whole picture, always analysing the risks, the history, and any precedents that may be created, in addition to being very specific in their recommendations with various alternatives with the appropriate risk possibilities. In addition to this, they deliver within the deadlines.' Tier 1, The Legal 500 Latin America 2026.

Gabriela Lima Arantes
Partner
Glima@tozzinifreire.com.br



Filion Wakely Thorup Angeletti
management labour and employment law

CANADA

- Toronto, London, Hamilton, Kitchener-Waterloo
- 'The team has an extremely high level of legal knowledge and can provide practical solutions to difficult situations. They give us extremely valuable advice.' **Band 2 (Ontario) and Band 3 (Nationwide), Chambers Canada 2026.**
- Donald Jarvis, James Knight and David Wakely are ranked as a Thought Leader for Labour, Employment & Benefits in Canada by **Who's Who Legal in 2024 and 2025.**

Robert Bayne
Partner
rbayne@filion.on.ca

'Very skilled and solution-oriented, able to give hands-on advice and suggest alternatives based on their solid in-depth knowledge.' – Chambers Europe

Cariola Díez Pérez-Cotapos



CHILE

- Santiago de Chile
- 'Cariola's team possesses broad regulatory knowledge and remains up to date on market developments. It is highly responsive and has the criteria to recommend alternatives and evaluate risks.' Band 3, Chambers Latin America 2026.
- 'Cariola's labour team is a very diverse one. Within their team, clients can find lawyers with extensive experience in litigation, lawyers who have worked in-house at companies, lawyers who have worked in human resources areas, and lawyers who have worked in the public sector. This makes them very knowledgeable and capable of serving a wide range of clients in different areas, allowing them to be well prepared for all of them.' Tier 3, The Legal 500 Latin America 2026.

Bárbara Zlatar
Partner
bzlatar@cariola.cl



ZHONG LUN
中倫律師事務所

CHINA

- More than 1,100 professionals working across mainland China, including Beijing and Shanghai
- 'Zhong Lun is very accessible, pragmatic and reactive. The lawyers understand our constraints and try to find the best solutions with us.' Band 1, Chambers Greater China Region 2026.
- 'The Zhong Lun team provides practical legal advice on labour law, taking into account clients' specific needs and cost considerations, and offering cost-effective and professional solutions.' Tier 1, The Legal 500 Asia-Pacific 2026.

Carol Zhu
Partner
CarolZhu@zhonglun.com

LÓPEZ & ASOCIADOS
ABOGADOS



COLOMBIA

- Bogotá and Medellín
- 'López & Asociados are always at the forefront of labour and employment, with active involvement in high court cases that ensures their advice reflects the latest rulings and trends in case law." Band 1, Chambers Latin America 2026.
- 'The team stands out for its client service. Quality in responses and advice. Quality in active process management. We highlight lawyers for their professionalism, disposition, client service, and active strategy design.' Tier 1, The Legal 500 Latin America 2026.

Alejandro Castellanos
Partner
alejandro.castellanos@lopezasociados.net



HAVEL & PARTNERS

CONNECTED THROUGH SUCCESS

CZECH REPUBLIC

- Prague, Brno, Bratislava, Pilsen, Olomouc and Ostrava
- 'The law firm HAVEL & PARTNERS provides comprehensive coverage of employment law and related areas. The team handles mandates concerning collective bargaining, due diligence and occupational injury.' Band 5, Chambers Europe 2026.
- 'HAVEL & PARTNERS s.r.o., attorneys at law advises clients on labour law and social security matters, including judicial and administrative proceedings. The practice is headed by Jan Koval, who oversees contractual arrangements between companies and their top management, human resources restructuring, and the design of complex employee remuneration systems.' Tier 5, The Legal 500 in 2026.

Jan Koval
Partner
jan.koval@havelpartners.cz

Hannes Snellman



FINLAND

- Helsinki
- 'Hannes Snellman is consistently quick to engage, provides clear and actionable advice.' **Band 2, Chambers Europe 2026.**
- 'Sanna Honkinen is a true star when it comes to Finnish employment law experts.' **Tier 2, The Legal 500 EMEA 2026.**
- Sanna Honkinen is ranked as a Thought Leader for Labour, Employment & Benefits in Finland by **Who's Who Legal in 2024 and 2025.**

Sanna Honkinen
Partner
sanna.honkinen@hannessnellman.com



Flichy Grangé AVOCATS
droit social
labor law

FRANCE

- Paris
- 'The law firm stands out in terms of quality of service and the breadth of its team.' **Band 1, Chambers France 2026.**
- 'An experienced multidisciplinary team with lawyers specialising in each area. A highly responsive team that is close to the client. The firm's and the lawyer's long history reflects solid experience. Excellent communication with clear explanations and attentive listening. Regular progress meetings are held. The lawyer strives to simplify complex legal concepts.' **Tier 1, The Legal 500 EMEA 2026.**

Stephanie Dumas
Partner
dumas@flichy.com

Pusch Wahlig Workplace Law



GERMANY

- Berlin, Düsseldorf, Frankfurt am Main, Munich, Hamburg and Cologne
- 'PWWL offers the ability to work in teams with lawyers and company representatives on an equal footing and with trust, providing significantly more than just employment law advice.' Band 2, Chambers Germany 2026.
- 'Employment boutique Pusch Wahlig Workplace Law is notable for its nationwide presence, with lawyers spread across 6 offices.' Tier 2, The Legal 500 EMEA 2026.

Tobias Pusch
Partner
pusch@pwwl.de



ZEPOS & YANNOPOULOS

GREECE

- Athens
- 'Zepos & Yannopoulos provides business-friendly advice that is practical. They outline the risks and benefits of various approaches in a succinct way.' Band 2, Chambers Europe 2026.
- 'All lawyers of the practice are devoted, trustworthy, and available for their clients as well as always keen to support and provide solutions on any issue.' Tier 2, Legal 500 EMEA, 2026.

Rania Papakonstantinou
Partner
r.papakonstantinou@zeya.com

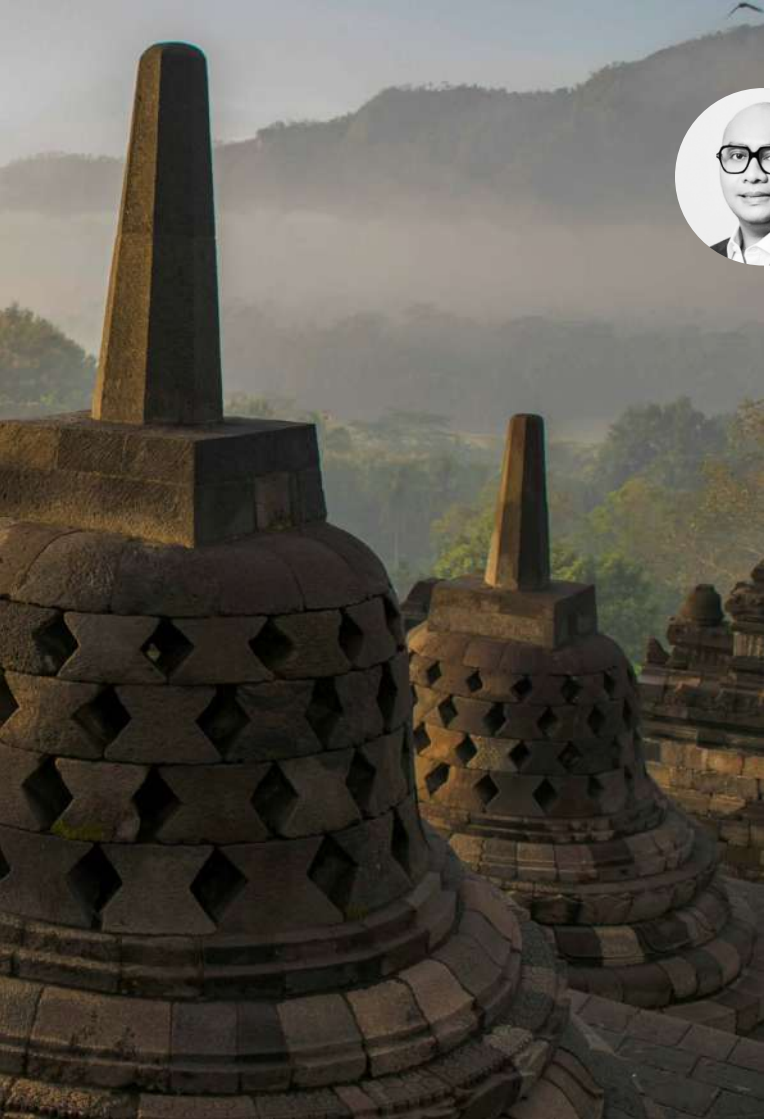
KHAITAN &CO ADVOCATES SINCE 1911



INDIA

- Offices throughout India, including Bangalore, Mumbai, Delhi and Hyderabad
- 'The employment team at Khaitan & Co is dedicated, transparent and accountable. The firm's work ethic is superb.' Band 1, Chambers Asia-Pacific 2026.
- 'Khaitan & Co is a professional team of employment lawyers that makes THE difference for us. They not only have high-quality expertise of employment law, but also apply it to go the extra mile by tailoring it to our business, for now and in the near future.' Tier 1, The Legal 500 Asia-Pacific 2026.

Avik Biswas
Partner
avik.biswas@khaitanco.com



Nusantara Legal Partnership

INDONESIA

- Jakarta
- 'Good, practical, efficient local knowledge.' **Tier 3, Legal 500 Asia-Pacific 2026.**
- **Legal 500:** Nusantara Legal Partnership continues to provide strong employment support across a range of industries, regularly advising on restructurings, terminations, and the drafting of standard employment contracts. The group also assists with the employment aspects of M&A transactions, mass terminations, and employee transfers. Marshall Situmorang and Audria Putri provide crucial leadership to the practice.

Marshall Situmorang
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marshall.situmorang@nusantaralegal.com

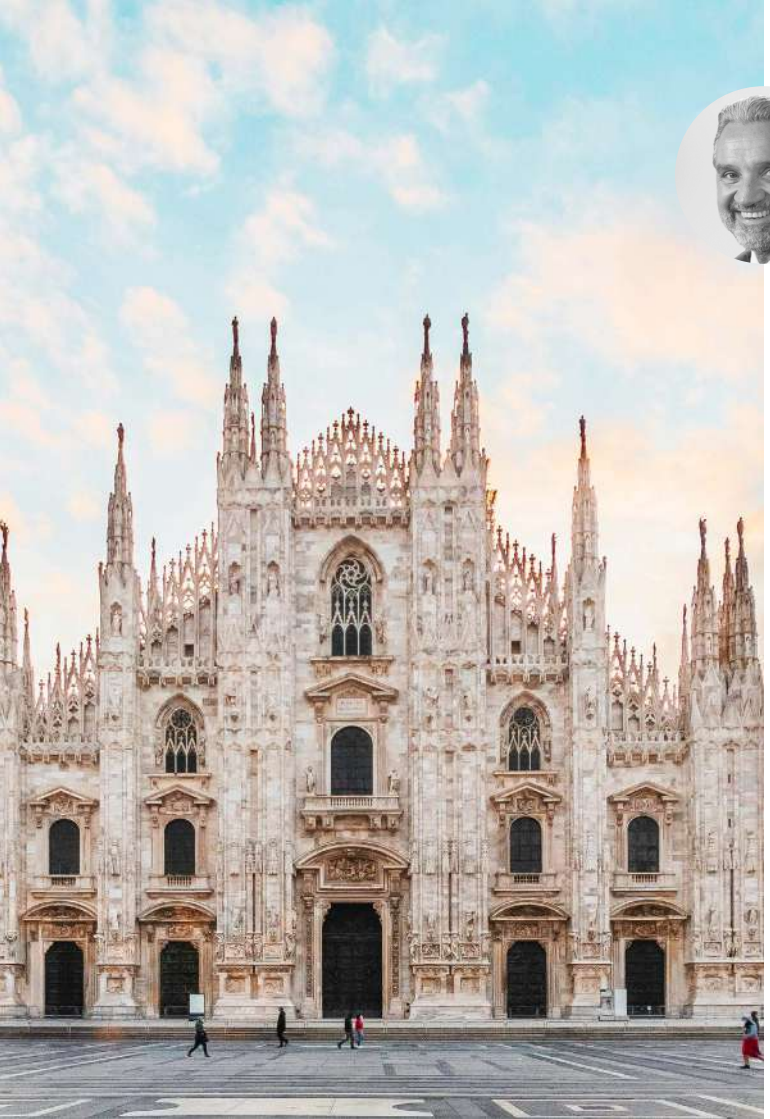
BYRNE WALLACE SHIELDS



IRELAND

- Dublin
- Byrne Wallace Shields has a widely admired and respected employment team providing top-quality advice on the whole spectrum of labour law matters, including terminations, unfair dismissals, disciplinary matters, discrimination claims, protected disclosures and whistle-blowing cases. It also assists with restructurings, collective redundancies and TUPE mandates. The team is experienced in public sector work, with a proven track record of advising the Irish government on a range of policy and procedural issues in the field. It advises on GDPR compliance for both public and private sector entities. **Band 1, Chambers Europe 2026.**
- 'They offer timely, practical, and commercially safe solutions. Their people are their greatest asset.' **Tier 2, The Legal 500 EMEA 2026.**

Aoife Bradley
Partner
abradley@byrnewallaceshields.com



ZAMBELLI & PARTNERS

ITALY

- Milan
- 'The law firm has consolidated experience in managing industrial restructuring processes and excellent relationships with relevant trade unions.' Band 3, Chambers Europe 2026.
- 'Zambelli & Partners is an exceptional employment law firm for both its capacity to advise businesses on labour matters and its ability to litigate aggressively and effectively on behalf of employers. They have great partners and associates, and they are responsive and pragmatic.' Tier 3, The Legal 500 EMEA 2026.

Angelo Zambelli
Partner
angelo.zambelli@zambellipartners.com

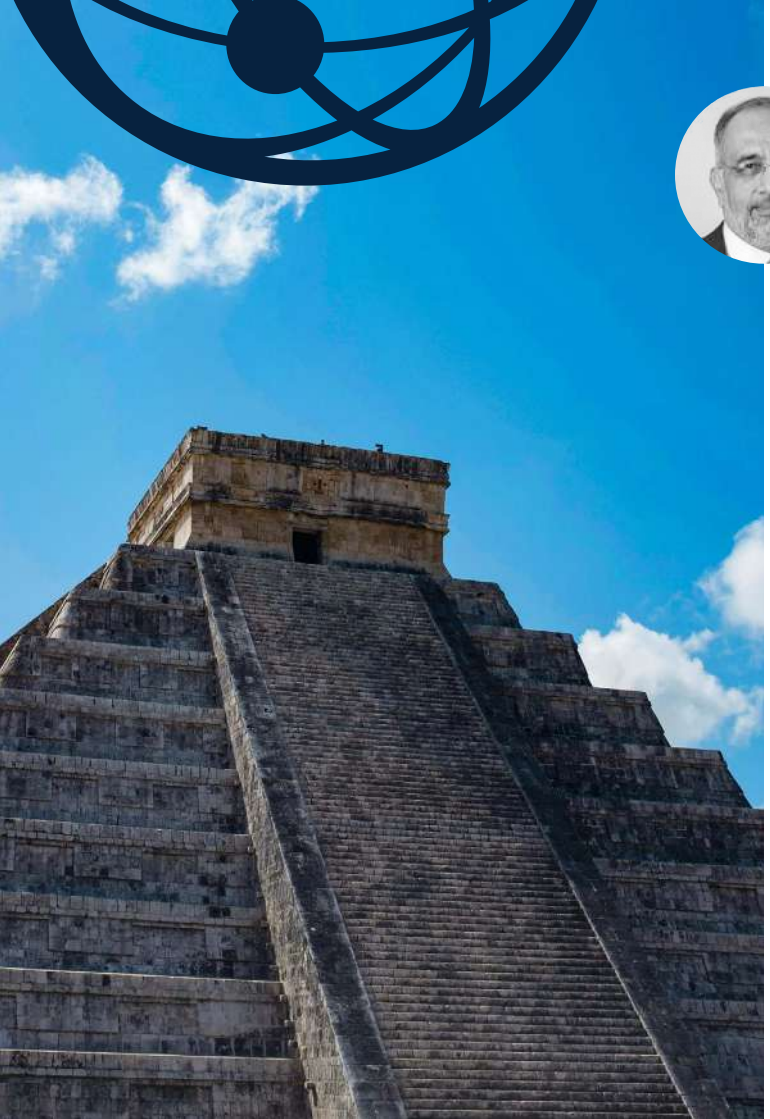
Atsumi & Sakai



JAPAN

- Tokyo
- 'Atsumi & Sakai provides very clear answers, great support and effective and quick responses.' Band 3, Chambers Asia-Pacific 2026.
- Atsumi & Sakai's team advises on employment agreements, directors' and officers' service contracts, work hour management, poor performance, and employment aspects of corporate transactions. The team is led by Tatsuo Yamashima who focuses on restructurings, disputes and collective bargaining matters, amongst others; Emi Uchida who advises non-Japanese companies entering Japan on employment, immigration and HR policies; and Hisashi Miyatsuka who frequently advises on reorganising personnel systems and handles labour tribunal proceedings and litigation. Tier 3, Legal 500 Asia-Pacific 2026.

Tatsuo Yamashima
Partner
tatsuo.yamashima@aplaw.jp



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

MEXICO

- Mexico City
- 'De la Vega & Martínez Rojas provides high professionalism and very precise technical knowledge in its advice. The lawyers are very diligent, work well as a team and have a great attitude.' Band 2, Chambers Latin America 2026.
- 'Experience and up-to-date knowledge of labour issues are a point of reference when a change in the law is about to occur, and they are of great help in understanding the implications of the changes so they can be implemented. In the case of field research, they have trained personnel to carry out data collection, analysis, and conclusions that allow for decision-making with a high rate of success.' Tier 1, The Legal 500 Latin America 2026.

Oscar de la Vega Gomez
Partner
odelavega@dlvmr.com.mx

PALTHE
OBERMAN
advocaten



THE NETHERLANDS

- Amsterdam
- 'The lawyers have always been able to help us very smoothly, even in complex situations. They have always had answers to our questions.' Band 4, Chambers Europe 2026.
- 'Very in-depth knowledge of our business environment. Good and smooth interactions with our senior international business managers. Practical advice, tailored to our business environment.' Tier 5, The Legal 500 EMEA 2026.

Christiaan Oberman
Partner
oberman@paltheoberman.nl



Helmr

NORWAY

- Oslo
- 'Helmr has responded quickly to issues and has been flexible in providing sound advice.' Band 4, Chambers Europe 2026.
- 'Niche firm specialised in all aspects of employment law. A good spread in the competence of the lawyers, everyone being pragmatic and solution-oriented. Love working with them!' Tier 4, The Legal 500 EMEA 2026.

Håkon Andreassen
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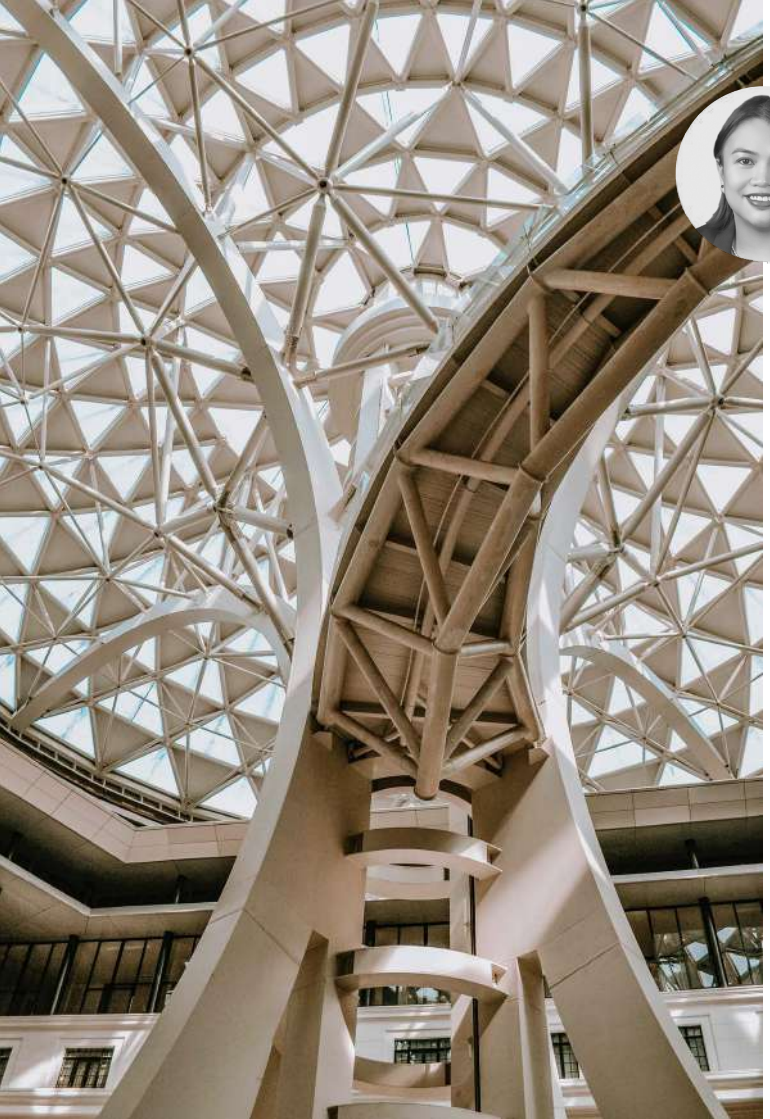
ESTUDIO MUÑIZ
MUÑIZ OLAYA MELÉNDEZ CASTRO ONO & HERRERA Abogados



PERU

- Based in Lima, the firm has 11 offices across Peru
- 'Muñiz, Olaya, Meléndez, Castro, Ono & Herrera Abogados provides us with a personalised, bespoke and timely client service. We feel well supported and cared for.' Band 4, Chambers Latin America 2026.
- 'The attention is personalised and courteous. The lead lawyer attends to us and provides support promptly. César Puntriano is courteous and clear in his recommendations and legal support.' Tier 2, The Legal 500 in Latin America in 2026.

César Puntriano
Partner
cpuntriano@munizlaw.com



VILLARAZA &ANGANGCO
THE FIRM · EST. 1980

PHILIPPINES

- Manila
- 'V&A consistently provides clear and practical guidance tailored to our internal needs. Its support in labour matters has been both actionable and aligned with our operational realities.' Band 2, Chambers Asia-Pacific 2026.
- 'The team's labour and employment practice stands out for its strategic, business-aligned legal counsel, combining deep expertise with a strong understanding of workplace realities.' Tier 1, The Legal 500 in Asia-Pacific in 2026.

Rashel Ann C. Pomoy
Partner
rc.pomoy@thefirmva.com

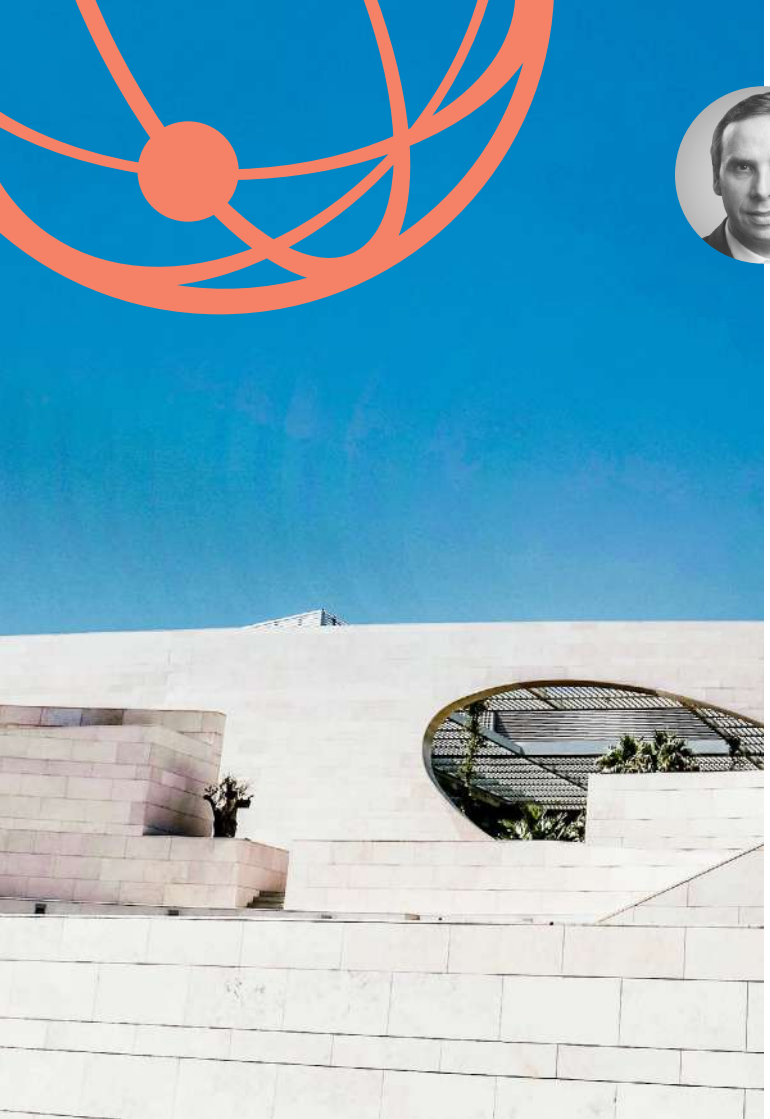
SOBCZYK
& współpracownicy



POLAND

- Cracow and Warsaw
- Sobczyk & Partners is a well-reputed Kraków-based employment boutique acting for both domestic and international clients on collective redundancies, employment contracts and corporate restructurings, as well as litigation cases. The team is adept at handling negotiations with trade unions and additionally provides day-to-day advice and regulatory support. **Band 4, Chambers Europe 2026.**
- Alina Gizejowska and Arkadiusz Sobczyk are ranked as a Thought Leader for Labour, Employment & Benefits in Poland by **Who's Who Legal in 2024 and 2025.**

Arkadiusz Sobczyk
Partner
arkadiusz.sobczyk@sobczyk.com.pl



SRS LEGAL

PORTUGAL

- Lisbon
- 'SRS Legal is distinguished for its market knowledge, creativity in solutions, firmness in positions and its stakeholder management skills.' Band 1, Chambers Europe 2026.
- 'SRS Legal's labour team stands out for its unquestionable technical expertise in various areas of labor law, from A to Z. Their legal counsel is client-oriented, focused on obtaining the best solution. They are an extremely trustworthy legal partner; we couldn't be in better hands.' Tier 1, The Legal 500 EMEA in 2026.

César Sá Esteves
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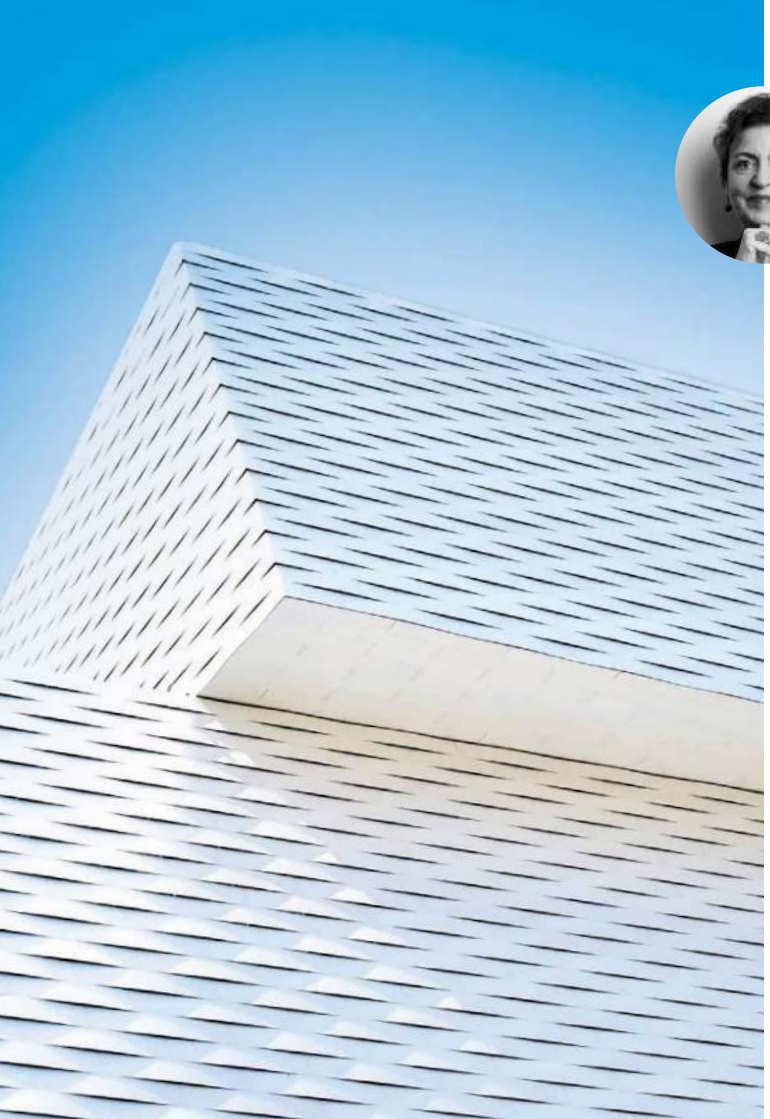
O'Neill & Borges LLC



PUERTO RICO

- San Juan
- 'They have in-depth expertise in labour regulations at both state and federal levels.' **Band 1, Chambers Latin America 2027.**
- 'The service has always been consistent, excellent and well-resourced.' **Tier 2, The Legal 500 Latin America 2026.**
- **Chambers and Partners** has named O'Neill & Borges 'Puerto Rico Law Firm of the Year' on multiple occasions.

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MAGDA VOLONCIU
& ASOCIAȚII

ROMANIA

- Bucharest and Constanta
- 'The lawyers at Magda Volonciu & Associates are very experienced and have a good understanding of the real life business challenges.' **Band 2, Chambers Europe 2026.**
- 'Very good, professional and supportive, and quite an extensive know-how and practice.' **Tier 1, The Legal 500 EMEA 2026.**

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Partner
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CLYDE&CO
CLASIS SINGAPORE
A joint law venture



SINGAPORE

- Singapore
- 'For us Thomas Choo and Bernadette How are our key contacts. They are always available when we need them, provide business advice and really know our sector, exceptional knowledge of employment law, and going the extra mile for our company and business. This is what it takes to be an employment lawyer!' Tier 2, The Legal 500 Asia-Pacific in 2026.
- 'The team at Clyde & Co Clasis are personable, responsive and provide pragmatic and commercial advice.' Band 3, Chambers Asia-Pacific 2026.

Thomas Choo
Partner
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WEBBER WENTZEL

SOUTH AFRICA

- Johannesburg and Cape Town
- 'The information we receive from Webber Wentzel is detailed and the team is available.' Band 2, Chambers Global 2026.
- 'Good availability, flexible, innovative thinking and practical advice.' Tier 1, The Legal 500 EMEA 2026.
- Named 'African Law Firm of the Year' at the African Legal Awards in 2025 and 2026.

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Suárez de Vivero



SPAIN

- Barcelona and Madrid
- 'Suárez de Vivero offers a very high quality of service, and response times have always been very fast. It feels like the team is part of our company.' **Band 3 (Barcelona), Chambers Europe 2026.**
- Ivan Suarez is ranked as a Thought Leader for Labour, Employment & Benefits in Spain by **Who's Who Legal in 2024 and 2025.**

Iván Suárez
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CEDERQUIST

SWEDEN

- Stockholm
- 'Cederquist is a reliable partner that understands our needs. The firm operates with high standards and deep competence in employment and labour law.' Band 2, Chambers Europe 2026.
- 'Very skilled and available team under the lead of Robert Stromberg who has an excellent understanding of employment issues and always finds a solution.' Tier 2, The Legal 500 EMEA in 2026.

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lelex
Labour & Employment Law



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.**
- Highest and 5-star rating in 2026 by reputed magazine **Bilanz** in the categories Employment Law: Employer and Employee.
- Andre Lerch and Sara Ledergerber are ranked as Thought Leader for Labour, Employment & Benefits in Switzerland by **Who's Who Legal in 2024 and in 2025.**

André Lerch
Partner
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理律法律事務所
LEE AND LI
SINCE 1965 ATTORNEYS-AT-LAW

TAIWAN

- Taipei
- Lee and Li Attorneys-at-Law houses a leading employment team with a deep bench of experts who provide a range of services, including non-compete cases, employee transfers and overtime matters. It is known for representing multinational companies in their activities in Taiwan, and is often engaged in handling acquisition-associated employment issues. In addition, the team advises extensively on compliance with labour laws and regulations. Lee and Li is also able to advise corporations on work rules, anti-harassment and health and safety policies. **Band 2, Chambers Greater China Region 2026.**

Gary Chen
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MOROĞLU ARSEVEN



TÜRKIYE

- Istanbul
- 'Their legal analysis is precise, and their ability to distil complex legal issues into clear, actionable strategies is a distinguishing strength.' **Band 4, Chambers Europe 2026.**
- 'Moroglu Arseven's team is always accessible, responsive, and practical. They combine deep legal knowledge with a strong understanding of business needs. They offer clear and solution-oriented advice that takes the company's perspective into account.' **Tier 1, The Legal 500 EMEA in 2026.**

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CLYDE&CO

UNITED KINGDOM

- London, Aberdeen, Edinburgh, Glasgow, Guildford, Leeds, Manchester, Newcastle, Oxford
- 'Their advice is thorough, well-reasoned, and delivered with a clear strategic lens, enabling confident decision-making in sensitive and nuanced situations.' Band 2, Chambers UK 2026.
- 'They really get to know the people and the culture of the Company. They look at the risks and give options with recommendations on the best course of action. They have a wide range of capability that they can draw on and keep in contact so you are always up to date or can reach them.' Tier 3, The Legal 500 UK 2026.

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JacksonLewis



UNITED STATES

- More than 1,100 attorneys working from 60+ locations throughout the US.
- 'Their dedication to understanding the needs of each client, paired with their attention to client relationships, allows them to provide tailored solutions, build trust and deliver impactful results.' Band 2, Chambers USA 2025.
- 'I appreciate that the attorneys we deal with are honest and straightforward with us so that we understand the risk involved with any action. If the action we propose taking puts the company at greater risk, they are not afraid to tell us. On the other hand, they will also push us to take a greater risk when appropriate under the circumstances. Other law firms we use are more hesitant to push back on us.' Tier 2, The Legal 500 United States in 2025.

- 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.

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