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’...).

“This is a growing brand among employment legal networks, with a presence across over 30 global jurisdictions. Members feature strong regional footprints paired with an international outlook. Commentators are “very positive” about the network, with further sources acknowledging the group’s “meteoric rise” in the industry, citing the “cohesion and organisation” as worthy of praise.”

— Chambers Global
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
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
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 recently reviewed a global discrimination/harassment policy for a leading commercial property insurer of more than one-third of FORTUNE 1000-size companies in order to bring the policy in line with national legislation. L&E Global is working with this client in 40 countries worldwide impacting more than 5,100 employees.

• L&E GLOBAL’s member firms currently instruct a manufacturer of optical systems, industrial measurements and medical devices with more than 24,000 employees worldwide on workforce reductions and related matters in select regions in Asia, Europe and North America.

• L&E GLOBAL’s member firms are counseling a multinational conglomerate of 670 companies and more than 180,000 employees worldwide with regards to employment contracts, severance payments in case of termination of the contract and secondments, among other issues, in 25 jurisdictions across 6 continents.

• L&E GLOBAL’s member firms advised a diversified retail and wholesale/cash and carry group on all international employment law matters impacting more than 244,000 employees in 30+ countries worldwide.

• Working on behalf of a multinational container shipping company, a proposal has been submitted regarding the review of template employment contracts for GDPR compliance in six jurisdictions (France, Germany, Sweden, Italy, Netherlands, and Belgium).

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

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

**GLOBAL PARTNERSHIPS**

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.

**OUR COMMITMENT TO SOCIETY**

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

- **Leukemia & Lymphoma Society**
- **Australian Institute of Employment Rights**
- **Care International**
- **LitWorld**
- **Amnesty International**
- **Wounded Warrior Project**
- **War Child UK**

“Our lawyers provide innovative solutions to complex problems.”
– Chambers Europe
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.


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.

EMPLOYEES VS INDEPENDENT CONTRACTORS
INTERACTIVE MICROSITE
• HANDBOOK AND MICROSITE
For employers with operations in multiple jurisdictions, successfully entering into a working relationship, whether with an employee or an independent contractor, is a very real challenge. With our dedicated, interactive microsite based on our Global Handbook - Employees vs. independent Contractors - clients can research, compare and scrutinise the distinctions between contractors and employees, as well as the consequences of the re-characterisation of a contractor into an employee, across 32 jurisdictions worldwide. The benefit of the microsite is twofold: (1) we protect the environment by saving on printing, paper and shipping and (2) the content can be kept up-to-date at all times.
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.

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

– Chambers Europe

WE COVER THE WORLD
• 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 is lauded by sources for its ability to ‘identify risks, anticipate potential contingencies and propose various alternative solutions’. Clients also praise ‘Nicolás Grandi for his ability to provide answers quickly but with the necessary depth and precision, keeping his focus on the needs of the business, to resolve problems efficiently.’ Tier 3, The Legal 500 Latin America 2021.

• 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

“A great level of service, with quick response times and well-structured advice.” Tier 4, The Legal 500 Asia-Pacific 2021.

Michael Harmer “wins praise for his “great depth of knowledge, ability to rationally work through issues and skill at explaining complex matters in simple terms.” Band 4, Chambers Asia-Pacific 2021.

Harmers won the 2020 Australian Law Awards “Employment Team of the Year”. The firm has also won the 2020 Human Resources Director magazine’s HR Service Provider Awards “Gold Medal for Employment Law” and the 2019 Australasian Law Awards “Employment Law Specialist Firm of the Year”. The firm has further earned the “Employment Law” category of the Australasian Law Awards eleven times, and has been the recipient of several global awards for “Employment/Industrial Law Firm of the Year – Australia” (2011 – 2020). Harmers is consistently ranked in international directories as a recommended law firm in labour and employment law in Australia. Harmers has also received a number of awards for excellence in people management, including the 2017 Lawyers Weekly Women in Law Awards “Boutique Diversity Firm of the Year”.

• Michael Harmer, Partner, michael.harmer@harmers.com.au
Brussels
Clients impressed with the “speed, reactivity and the good advice that we get.” Band 3, Chambers Europe 2021.
Van Olmen & Wynant’s team has “strong experience advising international companies.” Tier 2, The Legal 500 EMEA 2021.
Department Head “Chris Van Olmen is highly regarded by clients, who say: “He has lots of experience and is someone who has seen it all. He has a reputation that he will win every lawsuit he does and he can handle complex matters in a pragmatic way.” He represents public and private companies and individuals in exit negotiations, restructurings, social investigations and litigation.” Band 2, Chambers Europe 2021.
Chris Van Olmen, Partner, chris.van.olmen@vow.be

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.
With nine partners covering labour and employment matters, TozziniFreire Advogados acts in relation to employment claims, mass terminations, strikes and negotiations with unions, as well as corporate governance structures. Tier 1, The Legal 500 Latin America 2021.
Mihoko Sirley Kimura, Partner, mkimura@tozzinifreire.com.br

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 2, The Legal 500 Canada 2021.
Robert Bayne, Partner, rbayne@filion.on.ca

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.
Cariola Díez Pérez-Cotapos is best known for its expertise in collective bargaining, immigration and the labour law issues [inherent in] company restructurings. Tier 2, The Legal 500 Latin America 2021.
Ricardo Tisi, Partner, rtisi@cariola.cl
- CHINA

- More than 1,100 professionals working across mainland China, including Beijing and Shanghai
- “They are up to date with the latest regulations and can deliver quality work within tight timeframes,” states a client, with another reporting: “With their help, we successfully achieved our objective and solved the matter smoothly.” Band 2, Chambers Asia-Pacific 2021
- Zhong Lun Law Firm has ‘deep professional knowledge’ in labour and employment. Tier 1, The Legal 500 Asia-Pacific 2021.
- Carol Zhu, Partner, CarolZhu@zhonglun.com

- CZECI 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 2021.
- Jan Koval, Partner, jan.koval@havelpartners.cz

- 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.
- Alejandro Castellanos, Partner, alejandro.castellanos@lopezasociados.net

- DOMINICAN REPUBLIC

- Santo Domingo
- Established practice group entering the rankings for the first time. 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. ‘The firm knows the call centre industry, and its lawyers are true labour experts,’ remarks a client, who also adds: ‘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
• 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 2021.
• 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

- GERMANY

Pusch Wahlig Workplace Law

• 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 2021.
• “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

- INDIA

Avik Biswas leads the full-scope employment practice at IndusLaw, which is regularly instructed by household-name corporates on regulatory, advisory and dispute resolution mandates. The team has strong experience with matters specific to, among others, unionised workforces, collective bargaining, contract workforces, employee benefits structuring, policy review, retrenchment and internal investigations.” Tier 1, the Legal 500 Asia-Pacific 2021.
• Avik Biswas, Partner, avik.biswas@induslaw.com
• Milan, Rome, Bologna, Naples, Bari, Genoa, Turin, Messina, Bolzano and Triveneto
• Clients are effusive in praising the firm’s business acumen and high-quality service, with one reporting: “It is a great law firm that offers in court and out-of-court assistance in a short time, delivering results and focusing on business. It stands out for its efficient general organisation and its tailor-made approach to business needs. The team is well prepared and motivated to achieve their goals. The discussions we have with the team members on strategy are always valuable and the results they achieve for us are very good.” Band 2, Chambers Europe 2021.
• LABLAW has been recognised as a top tier firm for its labour law practice by industry insiders, including Chambers and Partners, Best Lawyers, Who’s Who Legal and The Legal 500 (Tier 2, EMEA 2021). In 2020, the firm was recognised by TopLegal as one of the Top 40 Brands in Italy. The 2020 LegalCommunity Labour Awards also honoured LABLAW during their September gala event. Before an audience comprised of all the top players in the Italian labour and employment law market, the firm was presented with the trophy for ‘Employment Litigation Law Firm of the Year’.
• Michela Bani, Partner, m.bani@lablaw.com

- ITALY

• Tokyo
• One commentator said, ‘They provide practical advice and the technical aspects of the law are clearly explained.’ Band 3, Chambers Asia-Pacific 2021.
• “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 2021.
• Tatsuo Yamashima, Partner, tatsuo.yamashima@aplaw.jp

- JAPAN

• Luxembourg
• 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 2021.
• 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

- LUXEMBOURG
- MEXICO

De la Vega & Martínez Rojas, S.C.

- 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.
- The “very reputable” De la Vega & Martínez Rojas, S.C. boasts two of the country’s best-known employment lawyers: Oscar De la Vega (‘a star in this field’) and Ricardo Martínez Rojas (‘one of the leading labour lawyers in Mexico’). Tier 3, The Legal 500 Latin America 2021.

Oscar De La Vega, Partner, odelavega@dlvmr.com.mx

- NORWAY

Storeng Beck & Due Lund

- Oslo

- Sources say: “They’re strong as a niche firm who are focused on employment.” Band 4, Chambers Europe 2021.
- At employment boutique Advokatfirmaet Storeng, Beck & Due Lund (SBDL) DA, the “incredibly experienced” team counts founding partners Nils Storeng (who “makes sure he understands the client to the best of his ability”) and the “extremely knowledgeable” Arve Due Lund as key practitioners. Tier 4, The Legal 500 EMEA 2021.

Kari Andersen, Partner, kari@sbdl.no

- NETHERLANDS

Palthe Oberman

- 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 2021.
- 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

- PERU

Muñiz Olaya Meléndez Castro Ono & Herrera Abogados

- Based in Lima, the firms 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 2021.
• 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

- PORTUGAL

• Offices in Lisbon, Porto and Funchal (Madeira), and also alliance offices in Angola and Mozambique
• 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 2021.
• 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

- 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 2021.
• 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

- RUSSIA

• Offices throughout Russia, including Moscow and Saint Petersburg
• “Leading team with a significant contentious practice alongside well-established advisory capabilities. Acts for a client base of major global and domestic companies from across a wide range of sectors, including manufacturing, financial services and healthcare. Additionally skilled at assisting with internal reorganisations and collective negotiations involving trade unions.” Band 1, Chambers EMEA 2021.
• “Anna Berlina is particularly known for assisting with employee dismissals, including on a large scale, and representing clients in their dealings with the State Labour Inspectorate and the Public Prosecutor’s Office.” Tier 2, The Legal 500 EMEA 2021.
• Anna Berlina, Head of Group, Employment and Migration, a.berlina@pgplaw.ru
- SINGAPORE

Singapore
Clyde & Co Clasis Singapore’s employment offering is equally strong in contentious and non-contentious aspects, often working on cross-border mandates with additional support from its wide network of specialists across Asia and integration with Clasis LLC in conducting complex internal investigations and litigation. Key figure Thomas Choo leads the non-contentious side, advising on employment contracts and related HR issues, incentivisation schemes, and immigration law. Prakash Pillai and director Junxiang Koh are recommended for dispute resolution work. Tier 2, The Legal 500 Asia-Pacific 2021.

- Thomas Choo, Partner, thomas.choo@clydeco.com

- SINGAPORE

Suárez de Vivero
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 3 (Barcelona) and Band 5 (Nationwide), Chambers Europe 2021.

- Iván Suárez, Partner, isuarez@suarezdevivero.com

- SWEDEN

Cederquist
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 2021.

- Robert Stromberg, Partner, robert.stromberg@cederquist.se

- SWITZERLAND

Humbert Heinzen Lerch
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.

- 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**

- Clients observe that the lawyers are “highly commercial and collaborative; their experience and commercial insight is invaluable.” Others add that “they are great to work with; they excel in litigation matters, are responsive, understand our business and provide practical advice.” Band 3, Chambers UK 2021.
- Clyde & Co LLP has a preeminent reputation in the insurance sector, and is also highly regarded for its work for financial and professional services clients. The employment team has a wealth of experience advising on significant and high-value team moves, managing cross-border projects, and acting on industrial relations matters. Tier 5, The Legal 500 UK 2021.
- Robert Hill, Partner, robert.hill@clydeco.com

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

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**Jackson Lewis**  -  **United States**

- More than 950 attorneys working from 60+ locations nationwide
- 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 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
L&E GLOBAL
THE GOLD STANDARD
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