

Employment

Your people are your greatest asset. However, managing employees in today's global market can be complex. It requires a deep knowledge of developing local and national laws, as well as, in many cases, an appreciation for multinational legal and cultural considerations

At Hogan Lovells, we understand employment issues are about more than knowing the law. They're about knowing your business and knowing your people. That's why, according to *Chambers and Partners*, our "combination of technical expertise and interpersonal skills... builds trust and confidence."

While litigation of disputes is generally a solution of last resort, our record of success in court and arbitration is unrivalled. And whether you're facing issues in one country or in 20, we're here to help.

Our top-ranked global team advises and guides clients like you on all types of employment challenges and opportunities, wherever they occur. We understand the business sensitivities that surround each matter, and work to foresee and avert complications. We help you make informed decisions that minimize workplace risk, and, ultimately, find solutions that work.

Our employment lawyers:

- advise and defend companies in litigation or arbitration
- help develop and implement best practices
- negotiate with unions or work councils
- deal with executive compensation arrangements

Key contacts

Dr. Kerstin Neighbour,
Frankfurt

Michael E. DeLarco,
New York

Stefan Martin,
London

Dominique Mendy,
Paris

Trending Topics

[Employment Blog: All in a day's work](#)

A look at the key legal issues arising from the employment relationship and how these may differ from country to country.

[UK specific pricing information in accordance with the SRA...](#)

Areas of focus

- arrange orderly separations
- protect your company and ensure you have, and properly implement, the best workplace policies
- talk with clients in clear and straightforward terms

To speak with a member of our employment practice, get in touch at your earliest convenience.

Representative experience

Advising a global bank in relation to one of the largest asset management contracts in history.

Advising on Dell's US\$67bn EMEA-wide merger with EMC, the largest technology matter in history.

Advising trustees of the Kodak Pension Plan on the transfer of over 4,000 employees in more than 30 jurisdictions into a new employing entity.

Advising a major international banking group on its pay equity project, which involves reviewing and benchmarking the pay of their 250,000 international employees.

Negotiating with a union on behalf of Coca-Cola Femsa regarding the closure of distribution facilities, and providing advice regarding the restructure of distribution in Mexico.

Successfully defended Toyota Manufacturing against a carpal tunnel claim appeal in the U.S. Supreme Court, which unanimously overturned the Sixth Circuit and clarified the reach of the Americans with Disabilities Act.

Acting as principal employment law adviser to an international oil company for 30+ years. Advising on a range of employment law issues, from the standard to the more esoteric.

Advising a global insurance broker in relation to employment implications arising from a regulatory investigation.

Advising a global consumer products business on the highly sensitive and confidential terminations of the CEO and Group Director.

Labor and Employment
Matters in Education
Institutions

Related practices

Executive Compensation,
Employee Benefits, and
Share Incentives

Advising a German medical devices company on implementing a new global employment and governance structure across 40 jurisdictions.

Awards and rankings

- "strong global capabilities, with consistent quality around the globe", *Chambers Global*, 2018
- Employment Law Team of the Year, *African Legal Awards*, 2017
- Employment, Pensions, and Benefits Team of the Year, *Legal Business Awards*, 2014

Latest thinking and events

Hogan Lovells Publications

Novel coronavirus impact on different sectors

Press Releases

Dealing with the fear of virus covid-19 ("the coronavirus") - What German employers need to consider now

Hogan Lovells Publications

Business integrity for consumer companies

Hogan Lovells Publications

How to make use of the lower unemployment insurance contribution for employment agreements for an indefinite period of time

Hogan Lovells Publications

Luxury retailers in Hong Kong and neighboring markets face Coronavirus crisis

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Employment News: disability, jurisdiction, covenants