

Practices & SectorsInternational
Employment Law:
Projects

International Practice

International
Corporate and
Commercial

Labor & Employment

Darren G. Gardner
Managing Partner,
International

Seyfarth Shaw's International Employment Law Practice (IEL) is the world's largest specialist practice of its kind, with experience covering more than 170 countries, acting for some of the world's largest companies on a regional and global basis.

Our team of specialist international employment lawyers is acknowledged as one of the world's leading practices in the area. All of the partners in our international practice are foreign-trained, and each has deep experience acting for large multinational companies operating around the world across a wide range of industries.

Members of our team, located in the United States, the UK and Asia Pacific, assist multinational employers with a full range of labor and employment-related matters globally, with issues ranging from day-to-day international matters on a single-country basis, to large and complex multi-jurisdictional employment law projects. These projects include:

- **Compliance Issues:** Labor and employment law requirements such as working hours/overtime, leave requirements, data protection, and anti-discrimination and harassment issues, as well as corporate compliance measures such as codes of conduct, whistleblowing and anti-bribery programs;
- **International Transactional Assistance:** Mergers and acquisitions, spin-offs and joint ventures, including human resources due diligence, international employment structures, advice regarding union and/or works council consultation, business transfer laws and post-transaction workforce integration issues;
- **Strategic and Commercial Human Resources Initiatives:** Remote working arrangements, performance management programs, international assignment/transfer structures, and retention and remuneration arrangements including compensation, commission and bonus arrangements, non-compete/non-solicitation arrangements and IP protection arrangements;
- **Contracts, Policies and Procedures:** Employee handbooks, offer letters and employment contracts, and work rules/company regulations;
- **Reductions-in-Force:** Individual and large scale multi-country initiatives;
- **Outsourcing Arrangements:** Small and large scale non-employment structures on a single and multi-jurisdictional basis;
- **Non-Employee Issues:** Vendor, temporary employee, and contractor arrangements; and
- **Employment Counseling Issues:** Day-to-day and one-off issues related to non-U.S. and cross-border workforce issues.

Our unique service model has been developed over a number of years and is very well tested by some of the largest companies around the world. Our model utilizes an experienced central point of contact for all international employment matters, and we have a series of long-standing and reliable relationships with top employment lawyers across the globe.

Unlike other firms, our international practice is not composed of U.S. lawyers who try to do international work as a sideline to their domestic practice. Nor is our international practice simply a post-box for compiling advice from foreign lawyers and then passing it on to clients for a fee. Rather, our service model only involves lawyers with a true international employment expertise. We stay focused on our clients' business objectives and desired commercial outcomes. We operate a 'client team' approach with the same lawyers working on clients' matters to ensure that institutional knowledge about our clients and their industries is captured and properly leveraged over time.

To view a representative list of our recent international employment law projects, click [here](#)