



Ius Laboris

Providing legal solutions
for your HR issues, globally

Global Coverage

Ius Laboris

We have more than 2,500 lawyers providing local expertise across the globe, with member firms in over 45 countries and coverage in more than 100 jurisdictions.



Ius Laboris

Global coverage

Ius Laboris is an alliance of leading Human Resources law practitioners. We have more than 2,500 lawyers providing local expertise across the globe, with member firms in over 45 countries and coverage in more than 100 jurisdictions.

In today's global marketplace, businesses increasingly operate on a regional or international scale. Companies that coordinate their employees across multiple jurisdictions must comply with the rules and regulations governing employment, labour, immigration and expatriation, pensions and benefits law in each of those jurisdictions. As a result, retaining legal experts with knowledge and experience in both international and local Human Resources law is essential for businesses of all sizes.

Our seamless international coverage and experience in transnational project management enable us to provide local, regional and global companies with fully-coordinated, yet locally-specific, advice in all aspects of Human Resources law, including:

- Employment contracts
- Discrimination issues
- Restructuring and acquired rights
- Collective redundancies
- Litigation and dispute resolution
- Compensation and benefits
- Immigration and expatriation
- Pensions
- Collective bargaining
- Corporate social responsibility

For details on how to contact your local Ius Laboris Alliance firm, please visit our website www.iuslaboris.com or call: Carolyn Knox on +32 2 761 46 10.

Ius Laboris

The global alliance

Ius Laboris. Our members

Each of our members must be a top-ranking Human Resources or pensions law firm in their respective locality to be invited to join Ius Laboris.

We welcome into our Alliance only law firms that possess focused expertise in all disciplines of Human Resources law and understand the issues and challenges related to managing a workforce, wherever it is located. All a member firm must do is have an exemplary record in delivering client-focused business solutions to the diverse challenges surrounding employment, labour, immigration and expatriation, pensions and benefits law.

Our clients

Our clients are local, regional and multinational companies embracing the challenges of a global marketplace. Some are undergoing cross-border expansion, while others are entering new regions and want to maintain their reputation as responsible,

dynamic employers. All of our clients are committed to achieving business success and understand the importance of making and implementing coherent Human Resources policy.

Supplying demand

Whatever your needs, Ius Laboris members ensure that clients receive the best employment and regulatory law advice available. Human Resources challenges need local expertise within a global framework. The complexities of national employment law demand it. We supply it.

No language barriers

Our working language is English. All of our member firms have lawyers who are fluent in written and spoken English, ensuring international consistency. Ius Laboris lawyers also, of course, speak their local language. Our clients can choose their preferred language of communication.

Ius Laboris is the pre-eminent global alliance of Human Resources-focused law firms providing authoritative counsel and a full portfolio of Human Resources law expertise and services to our clients. We offer local expertise on a global scale because Human Resources issues are often local issues.

Ius Laboris members, individually and collectively, deliver a breadth, scope and quality of legal expertise that is truly second to none – locally, regionally and globally.





Managing a workforce can be a legal minefield

Assets

Employees shape the success of your business. You need to know how to respect their rights and uphold your image as a responsible and reputable employer, while maintaining the competitive edge that brought your company to where it is today.

As an alliance, we efficiently provide you with the Human Resources-related advice you need, with an unparalleled understanding of the complex (and sometimes sensitive) issues of cultural, professional and geographical diversity that affect employment relationships around the world. We assist you in ensuring that your employees are assets – not unidentified liabilities.

We also provide legal advice on all aspects of pension funds including plan set up, plan mergers, corporate transactions, executive arrangements, international transfers and multi-country solutions, sponsor, trustee and manager obligations and dispute resolution.

Solutions-oriented

Plus Laboris members provide answers to the Human Resources-related questions you didn't even know you had. They are known for creating client-focused, commercially viable solutions that ensure your employees remain your most valuable resource.



Local expertise, on a global scale

How Ius Laboris works for you

Our broad international coverage ensures that each company can devote all its energy to growing its business. We provide fully coordinated, yet locally specific advice in all aspects of Human Resources law, enabling in-house counsel and HR professionals to focus on achieving their company's goals and objectives. Whether it's dealing with a request for review of a single employment contract in one country or over-seeing a confidential, complex and time-sensitive project across 20 countries, Ius Laboris can provide the necessary legal and coordination expertise.

Our experience in transnational project management means we are ideally positioned to help international companies manage global projects. For example, we can provide seamless support through the processes of merger and acquisition and the restructuring of workforces. Our members are required to attend the Ius Laboris Project Management Training Programme, which trains lawyers on both obvious and less straightforward aspects of multi-national project coordination. The result is a global network of lawyers trained to provide expert support for international projects – whether the need is coordination in two countries or across 40 different jurisdictions.

We offer creative, business-oriented solutions to Human Resources issues – quickly and efficiently.



International Practice Groups

Clients can access and benefit from our International Practice Groups (IPGs), which complement our extensive portfolio of services. The IPGs bring together lawyers from across the Alliance with expertise in key areas of Human Resources law, including:

- Individual Employment Rights
- Discrimination
- Restructuring and Labour Relations
- Pensions
- Employee Benefits and Tax
- Immigration

Individual Employment Rights IPG provides advice on the unique issues that arise at different stages of employment. These include employment contracts (including executive service agreements), workplace policies, performance management plans, employee relations, staff training, corporate wellness policies, and termination advice and settlement agreements.

Discrimination IPG monitors developments in discrimination law, including significant cases and trends. The group's expertise covers all areas of discrimination law including discrimination based on race, gender, sexual orientation, religion, ethnic origin, disability and age, among others.

Restructuring and Labour Relations IPG advises clients on a full range of restructuring and labour-related matters: corporate restructuring, including business sales and outsourcing; large scale redundancies or reductions in workforce; employee consultation obligations; and negotiation with employee representative bodies, such as trade unions and Works Councils; and dealing with strikes and industrial action.

Pensions IPG brings together a dedicated group of leading pensions lawyers from across the Alliance. Members of this practice group advise clients, both institutions and employers, on a range of issues, from setting up and running pensions schemes to the fund aspects of corporate transaction, such as due diligence and post-merger integration of pensions schemes.

Members of the **Employee Benefits and Tax IPG** advise clients on all aspects of employee and executive remuneration, incentives and benefits. From the taxation of cash payments to the implementation of multi-national stock-based incentives, this group offers clients a seamless service for their employee compensation and benefits needs. The group also works closely with the Pensions IPG and the Immigration IPG.

Immigration IPG brings together a dedicated group of immigration lawyers from across the Alliance. Practice group members are able to provide local immigration and expatriation assistance – from strategic business planning, to assistance with individual visas, case preparation and file management, to the design of expatriate packages.

In our experience, local expertise is crucial to developing coherent Human Resources strategies that work within a global framework. Our International Practice Groups meet regularly and are well placed to coordinate regional and worldwide requests, drawing on each individual lawyer's wealth of experience in Human Resources law.



What they say about **Ius Laboris**

Human Resources

Testimonials

Many global companies regularly call upon Ius Laboris' unrivalled expertise in Human Resources issues – whether for day-to-day advice and counsel on restructuring workforces across regions, or for assistance in dealing with mergers or acquisitions.

"Ius Laboris lawyers think like business people. They understand the challenges you face as a client, they are able to navigate a clear path through the minefield of legal information, and they react and meet your concerns in an informed way."

Senior Counsel, Litigation and Employment Group, Leading International Engineering and Construction Company

"Ius Laboris is more than just a global offering. It provided me with a business-focused, authoritative solution to the challenges I faced in the Human Resources department at our corporation. The actual value of service I received from experts in their field far exceeded the cost of the service I received."

European Human Resources Director, Global Media Corporation

"Ius Laboris firms provide a down-to-earth, practical and experienced approach to solving some of the more complex international employment challenges we faced as an organisation. They are easy to communicate with, have sensible pricing plans and are experts in the field of employment law, locally and internationally."

Senior HR Manager, Global Entertainment Corporation

"An alliance like Ius Laboris is crucial to the success of a business. The Alliance member firms can all provide clarity and sound advice when dealing with complex and sometimes contradictory employment laws and regulations – it just makes business sense."

Chief Counsel EMEA, Global Labour & Employment, Technology Company

The best Human Resources lawyers are Ius Laboris lawyers

Franco Toffoletto, Toffoletto e Soci, Italy, has been named a leading Italian employment law practitioner for many years in publications such as *The Best of the Best, Labour & Employment Lawyers* and *Who's Who Legal*. He is amongst the top 15 most highly regarded employment law individuals in the world according to *Who's Who Legal*.

Thierry Claeys, Claeys & Engels, Belgium, and his 'Claeys Formula' redefined the period of notice entitlement for white collar employees in Belgium – www.chambersandpartners.com.

Mariann Norrbom, Norrbom Vinding, Denmark, is effusively praised by peers as being “very impressive, one of the best employment lawyers in the country” and a “driving force” at the firm – www.chambersandpartners.com.

Winning team, **Michael Burd and James Davies, Lewis Silkin, UK**, together head the firm's employment and incentives practice. James Davies “...is in my top five internationally”; others highlighted his “extremely good reputation”. The “wonderful” Michael Burd is equally well-regarded – *Who's Who Legal – Management Labour & Employment* – and “a highly rated lawyer with a contentious pedigree” – *Chambers UK Guide to the Legal Profession*.

Daniel Funes de Rioja, Funes de Rioja, Argentina, is “highly recognised, not only among the local legal market, but also

among trade unions and other main institutions in Argentina.” – www.chambersandpartners.com.

Iñigo Sagardoy de Simón, Sagadoy Abogados, Spain, has been recognised among the best labour lawyers in the world by *The International Who's Who of Business Lawyers*. He is a member of the Madrid Bar Association – *International Who's Who of Management Labour and Employment Lawyers 2007*.

Peter Docking, Sackers, UK, has “great technical knowledge and a very pleasant manner.” He focuses on international pensions law and has accrued a wealth of experience in the field of harmonisation of pensions benefits within the EU – *Chambers UK 2007*.

Alain Sauret, Capstan, France, is greatly admired for both his close involvement with his clients' work and his “innovative impulse when finding solutions” – www.chambersandpartners.com.

Russell Allen, Freehills, Australia, is described by *Asia Pacific Legal 500* as running an “outstanding employment practice at Freehills.” According to *PLC Lawyer*, Allen is national practice group leader of Freehills' employment relations team, which provides strategic industrial relations advice across a wide range of sectors including resources and energy, oil, communications, banking and finance.

Ius Laboris.

Meeting your Human Resources challenges
– where you need us, when you need us.

Ius Laboris is the pre-eminent global alliance of law firms providing a full range of Human Resources law services. We offer local expertise on a global scale.

For more information please contact:

Web	www.iuslaboris.com
Tel	+32 2 761 46 10
Fax	+32 2 761 46 15
E-mail	info@iuslaboris.com
Address	280 Boulevard du Souverain, B-1160 Brussels Belgium