

Ius Laboris Global HR Lawyers

Ius Laboris

Ius Laboris is a labour, employment and pensions alliance with a distinctive history

Ius Laboris was started by 5 law firms in 2001 who saw that employment law was growing in importance for multinational companies. As globalisation gathered pace, multinational companies increasingly needed, and continue to need, a joined up seamless employment law service.

This group of 5 specialist law firms, all leaders in their countries, saw that by bringing together the leading independent employment practices in one global group, they could provide an unparalleled service to multinational companies.

The alliance grew rapidly to over 40 countries in just 5 years and is now in 56 countries around the world.

Ius Laboris has a passion for all areas of law directly relating to people: employment, labour, mobility, compensation and benefits.

Employment laws are, by their very nature, national. We bring together the very best local experts into one global footprint, and thanks to our expertise and experience, we are global in reach and influence.

From our Headquarters in Brussels, we combine the support specialist teams and independent, trusted practices.

Ranked as an elite alliance in Chambers since 2015



Ius Laboris

Since the foundation in 2001, Ius Laboris has been known for providing the highest quality HR legal advice to HR professionals, legal counsel and general managers.

With over 1,500 lawyers (out of which 38% are women) across 10 specialist areas, we enjoy a reputation of providing clients a deep knowledge of local employment law and advising multinational companies on the full range of employment matters, from immigration to restructuring, and individual employment rights to diversity and inclusion.

1,500 lawyers

57 countries



"It's extremely useful for us to find a partner who can provide us quick answers to complicated questions and to provide advice across jurisdictions."

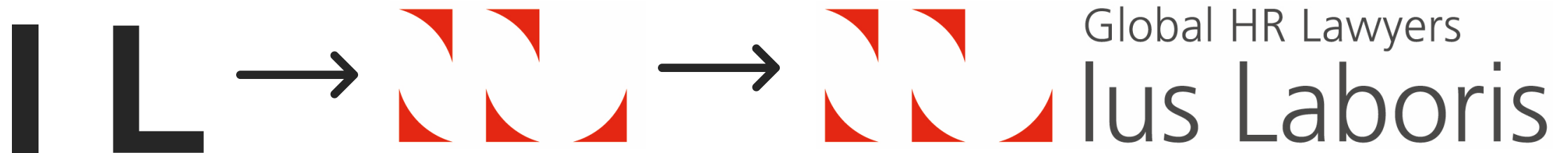
EMEA HR Director, one of the world's largest retailer

What's in a name?

The origin of the name *Ius Laboris* is latin, like the languages of our founding firms from Belgium, France, Italy, Luxembourg and Spain.

Meaning '*rights work*' or '*just labour*', *Ius Laboris*, captures the passion that all our lawyers have for one area of law, and that is the law relating to people.

This passion for employment law is reflected in our logo with the graphic red ***I L***



Services

Individual Employment Rights Services

- Individual employment contracts
- Employment policies and staff handbooks
- HR audits
- Disciplinary and grievance procedures
- Low performance management
- Individual and executive dismissals

Diversity & Inclusion Services

- Workplace policies to ensure equality and fairness
- Advice on all protected characteristics (e.g. age, gender, etc.)
- Workplace audits
- Representation in court

Global Mobility Services

- Secondments, transfers and the recruitment of foreign nationals
- Immigration assistance, including visas, work and residence permits
- Tax, social security and pensions advice relating to immigration
- Managing cross-border migration projects

Employee & Executive Compensation Services

- Incentives for employees
- Tax planning
- Social security
- Bonus schemes and stock options
- Harmonisation of pay and benefits

Restructuring services

- Restructuring and outsourcing
- Multinational restructuring projects
- Collective bargaining agreements
- Regulatory compliance for large scale redundancies
- Negotiations and consultation with unions
- Fair selection criteria for dismissal
- Industrial action

Occupational Pensions Services

- Corporate pensions strategy
- Investment structures and funding solutions
- European cross border pension schemes
- Governance
- Consolidation and harmonisation of pensions arrangements
- Long term savings options that can be made available to employees
- Regulatory compliance
- Dispute resolution

Data Privacy Services

- Data audits
- Worldwide data protection compliance
- Appropriate compliance documentation and policies
- Data security
- Data breaches
- Managing the relationship with data protection authorities
- Assistance on any topic where the rights of the company may conflict with the privacy rights of employees

Occupational Health & Safety Services

- Health and safety audits
- Risk assessments and accident prevention advice
- Accident investigation advice and crisis management
- Health and safety obligations training

Internal Investigations and Whistleblowing

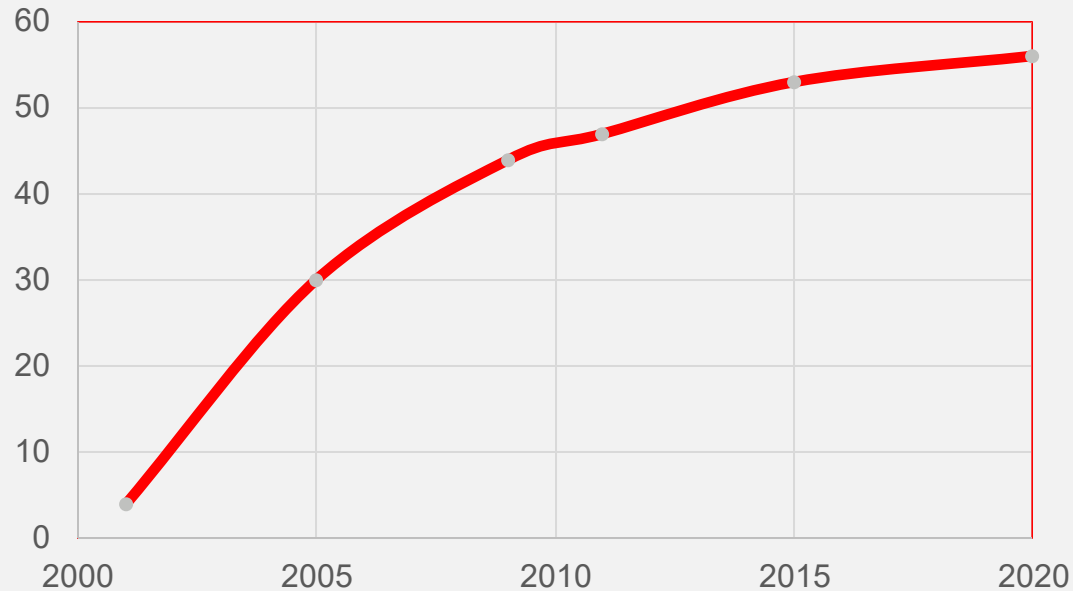
- Workplace investigations
- Compliance consultancy
- Litigation & Whistleblowing

Tax

- Local tax
- Social security
- Corporate tax
- Remuneration packages
- Employer obligations
- Permanent establishment
- Tax briefings
- Dealing with audits
- Favourable tax regimes
- Individual compliance

Our growth and ambition

Ius Laboris Geographic reach



Throughout our 23 years of operating closely together, we have sought to provide our clients with the best legal advice wherever they need it.

Through our carefully selected 56 member firms we only expand into a country when we are absolutely sure we have the best specialist team locally.

We have also worked extensively with referred firms in a further 50 jurisdictions and so have experience providing multinational companies with advice in over 100 countries.


"The fact they can cater for the majority of our countries is amazing."

HR Director APAC, IT company

Helping shape the future of the working world

We are the right hand of multinational companies, helping them transform their workforce, day in day out.

Staying at the forefront of developments in the workplace, our extensive global experience allows us to provide truly global legal advice locally.



“ I’ve got three or four major cases on with them at the moment, and their advice is very good. They don’t sit on the fence, they help us find pragmatic solutions. ”

Legal and Compliance officer
Global Telecom company

“ Having that network is really attractive. Although they are different firms, it’s great to have that in common thread. I have every faith that the advice which comes from the European firms will be really good. ”

VP for Labour and employee relations
Global Pharma

Defining our culture

We understand the challenges of managing a national and international workforce

'If I need to find quality employment law advice in any country, the Ius Laboris network is on top of my list.'

'Practicality and explaining local concepts in ways that we can digest and communicate to our clients is important.'

General Counsel
Global Telecoms company



Thought Leadership

- ▶ Collaboration with OECD, World Economic Forum, World Employment Confederation, ILO, IOE

Responsible Business

- ▶ All our firms commit to environmental, societal and governance actions in charity, pro bono advice and the Ius Laboris Impact Week

Expert Groups

- ▶ 10 groups of experts sharing knowledge globally in employment, immigration and pensions law

Our Last year in review

2023 IMPACT WEEK

Our first Global
Environmental and
Charitable initiative



€400m

Our total 2023
revenues



Elite Global Alliance

CHAMBERS AND PARTNERS

Global Network of the Year 2023

THE LAWYER EUROPEAN AWARDS

50



Firms ranked in
4 Continents

THE LEGAL 500



311

Lawyers ranked in

CHAMBERS &
PARTNERS

Single focus

on all aspects of employment law

Our client base



Public multinationals



Global 500 companies



Leading national companies



Multinational private companies

In a nutshell

1,500

HR law
practitioners

1 common
language
English



57

Countries

5

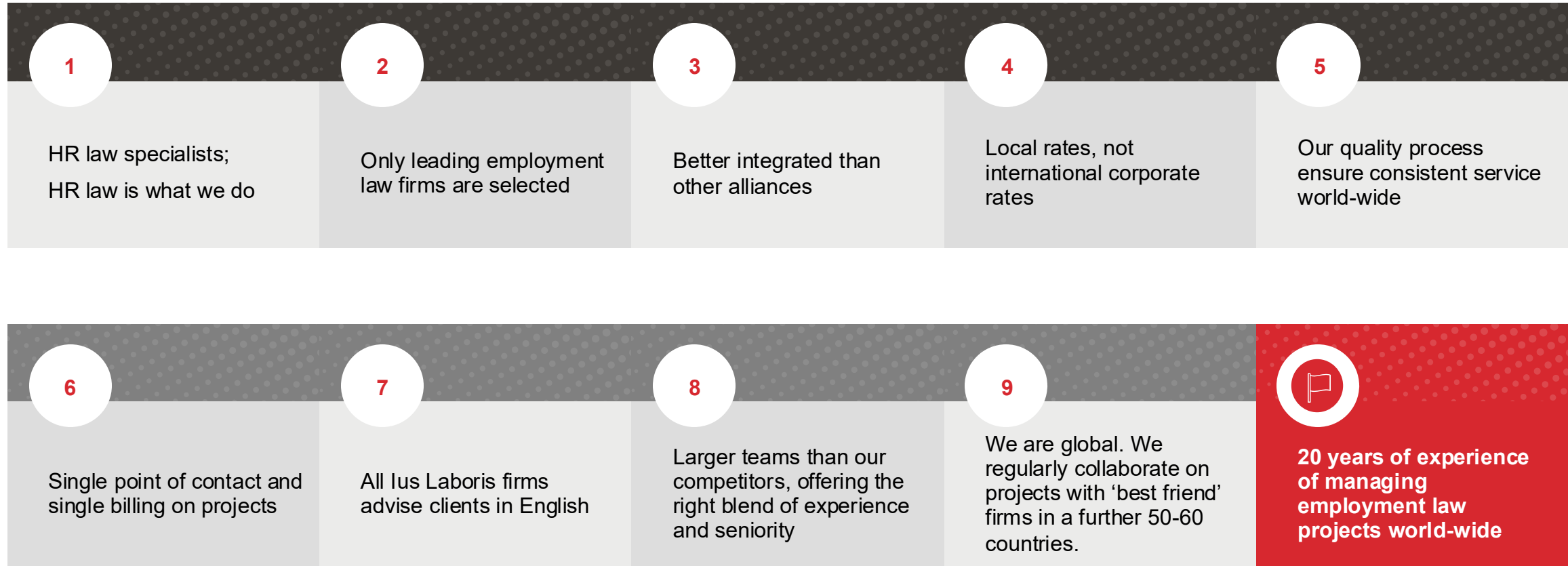
Continents

Chambers

Elite Band

1 Alliance

Why Ius Laboris



Geographic Reach



A further 50 jurisdictions covered by “best friends”

» Western Europe

Austria
Belgium
Cyprus
Denmark
Finland
France
Germany
Greece
Ireland
Italy
Luxembourg
Netherlands
Norway
Portugal
Spain
Sweden
Switzerland
UK

» Central & Eastern Europe

Bulgaria
Croatia
Czech Republic
Estonia
Hungary
Latvia
Lithuania
Malta
Poland
Romania
Serbia
Slovakia
Slovenia
Ukraine

» Middle East & Asia Pacific

Australia
Bahrain
China
Hong Kong
India
Israel
Japan
Kazakhstan
Malaysia
New Zealand
Papua New Guinea
Saudi Arabia
Singapore
South Korea
Thailand
Turkey
United Arab Emirates

» North America

Canada
Mexico

» Central & South America

Argentina
Brazil
Chile
Colombia
Peru
Uruguay
Venezuela

Additional services



HR Audits

We can take a close look at your HR policies, procedures and practices and help you identify gaps in specific practice areas or processes and determine whether they are adequate, legal and effective. This can include child labour, data protection, occupational health and safety, co-employment, general employment, restrictions on executive pay etc.



Webinars

Ius Laboris provides tailor made webinars for clients across jurisdictions covering a wide range of HR law related topics including the European Works Council consultation process, matrix organisations, mediation, working time regulations, agile working, #MeToo etc.



HighQ Collaborate

Ius Laboris has implemented the industry leading client portals to enable clients to efficiently collaborate and share documents with our lawyers.



Knowledge services

We offer clients a vast array of knowledge services, online tools and alerting services covering all HR related topics and in all countries we cover.

Free access to our online tools including the Global HR law Guide that covers all topics ranging from recruitment to pensions in 50+ countries.

Go to [iuslaboris.com](https://www.iuslaboris.com) for more info.

Advantages of Collaborate for your project

- Design based on the project needs
- Assigns tasks to the relevant country
- Deadline management
- Keeps track of your legal watch service spend
- Uses historical data to identify recurring legal themes
- Your team can connect on one single platform
- Access control within your team
- Document storage
- Version control
- Controlled access for confidential documents
- Project status reporting

Collaborate Dashboard



Global HR Law Guide

- Recruitment
- Employment Contracts
- Terms and Conditions
- Compensation and Benefits
- Working Hours
- Time Off Work
- Health and Safety
- Discrimination
- Employee Data Privacy
- Employee Competition and Confidentiality
- Termination of Employment
- Collective Dismissals
- Business Transfers
- Pensions
- Investigations & Performance Management

Comprehensive country-by-country guide to employment law across the world, providing a clear, comparative overview of the law in over 50 countries.

Available in web or mobile version

The screenshot displays the Global HR Law Guide web interface. On the left is a dark sidebar with the logo and a search bar. The main content area shows a grid of country-specific articles. The first column lists the sidebar menu items. The second and third columns show articles for Argentina, Australia, and Austria, each with a title, update date, author, and a brief summary of the content.

Global HR Law Guide

Filter questions

1. Recruitment

- 1.1 Do advertisements for jobs require any particular wording or details about the job?
- 1.2 What checks can an employer carry out about the background (including social media checks) and health of job applicants and at what stage in the hiring process? Can employers ask for references?
- 1.3 Can employment be made subject to a probationary period? If so, how long for?
- 1.4 Are there special rules about dismissal during a probationary period?

Argentina

1.1 Do advertisements for jobs require any particular wording or details about the job?

Updated on 31 March 2023 by Bruchou & Funes de Rioja

There are no legal requirements for the wording of a job advertisement to contain particular details about the job. However, employers should avoid arbitrary or discriminatory requirements, for example, based on sexual orientation, age, race, national origin, religion, political beliefs or trade union membership, unless this is reasonable for the advertised position.

There are no particular requirements under data protection law that need to be complied with in relation to job advertisements.

Australia

1.1 Do advertisements for jobs require any particular wording or details about the job?

Updated on 31 March 2023 by Corrs Chambers Westgarth

There are no formal requirements in relation to the form or content of job advertisements in Australia. Nevertheless, it is important to ensure that advertisements and statements made in the course of pre-employment negotiations are not misleading or deceptive.

Federal competition and consumer legislation (and mirror legislation in the States and Territories) prescribes a range of conduct that is misleading or deceptive or is likely to mislead or deceive. This could include statements in job advertisements that may lead a potential employee to accept a job on the basis of false premises. Where a job applicant suffers loss as a result of relying on a pre-employment statement that was reasonably liable to mislead or deceive, the applicant may be able to obtain relief, including by way of damages, declaration or injunction. Breach of these provisions may also lead to the imposition of substantial monetary penalties.

Austria

1.1 Do advertisements for jobs require any particular wording or details about the job?

Updated on 05 April 2023 by Schima Mayer Starlinger

Job advertisements must not be worded in a discriminatory way. They must be worded gender-neutrally. They must specify the minimum wage according to law and the applicable collective agreement for the position. If no mandatory regulations on the minimum wage apply, the minimum wage intended for the advertised position must be set out by the hiring company. However, a minimum wage listed in a job advertisement is not a legally binding offer. If the candidate does not fulfil all the criteria contained in the advertisement but the hiring company still employs the candidate, it can offer a lower wage than advertised. Advertisements must also state whether the employer is willing to pay more than the legal minimum wage or that specified in the collective bargaining agreement. Administrative fines may be imposed for violations of the provisions described above. Job advertisements for executive positions do not need to include information about the minimum wage.

Additional tools



Global Mobility Manager

The smart tool for your mobility projects

The Global Mobility Manager helps HR and mobility professionals in employing or moving employees across borders.



Employer Obligation Finder

Discover your key obligations as an employer, based on headcount

Create a report setting out your obligations in 30+ countries, derived from the number of employees you have. Your report may cover obligations to do with OH&S, collective dismissals, discrimination, etc.



Learn & Connect

Webinars, Podcasts and Coffee Breaks (short videos)

Talking Work is an employment law podcast by Ius Laboris.



HR Health Checker

On-the-ground legal support for global HR

We offer a quick, easy online HR Health Checker to help you get a rough idea of where the strengths and weaknesses of your HR practice lie. Find out free of charge and in a matter of minutes.

Our working models

Help Desk

- » Telephone hotline for HR queries around the world
- » Consolidated reporting
- » A single invoice

Challenges solved

- » HQ oversight of employment law matters around the world
- » HQ invoiced, so local client offices are incentivised to use the service
- » Convenience of pre-agreed rate and growing knowledge of your business

Project Management

- » Central contact to manage worldwide or regional employment law issues
- » Single or multiple projects

Challenges solved

- » Lack of resource in company to manage multiple legal project streams in several jurisdictions
- » No need for multiple communications and billing arrangements

Framework Agreements

- » Formal but flexible arrangement
- » Ius Laboris provides services as needed in agreed jurisdictions
- » Central point of contact for relationship management

Challenges solved

- » Pre-agreed rates around the world so no negotiations globally for a new matter in a new country
- » Local offices of firms don't need to select and HR law firm
- » Reduced and more flexible management effort by company

Representative work examples



Financial services company global mobility audit

This financial services company instructed Ius Laboris to conduct a global mobility audit to assess whether a variety of individual assignments were compliant from an immigration, employment law, social security and tax point of view.

The audit covered 52 assignments across the globe.



Immigration due diligence project for a leading Move Management & Office Relocation Consultancy

Ius Laboris Hong Kong, Lewis Silkin, co-ordinates Asia Pacific advice for a move management and office relocation consultancy to ensure compliance with Immigration legislation across

15 jurisdictions.

With Ius Laboris the client was able to benefit from local counsel's cultural knowledge of internal immigration policy/sensitivities in each jurisdiction.



Global telecommunications company compliance audit

Ius Laboris conducted a global labour audit to assess risks and provide advice on how to solve potential labour issues for a telecom multinational with 250,000 employees.

Covering 26 subsidiaries across Europe and South America, the audit assessed levels of compliance across various areas and determined strategies to minimize potential labour and administrative liabilities.

Subsequently Ius Laboris, partnered with the client to provide on-going local HR law support in over 15 jurisdictions.

Representative work examples



High Street international retailer

Ius Laboris UK coordinates international advice for a well-known international retailer on employment policies, works council's issues and labour law in 21 jurisdictions.

The client gets quarterly reports setting out important employment law developments that might affect the company's practices and policies.

Other Ius Laboris members are briefed by Ius Laboris UK on the client's latest developments so that the project team is up to speed on the client's activities and requirements.



Help desk for entertainment industry leader

The client pays a fixed annual fee for advice and support on all employment law issues across 25 jurisdictions. This includes one off queries, research, policy and document review, large projects, and litigation.

Project management of all employment issues across the jurisdictions, including regular updates from the lead project manager.

This agreement has existed since 2006.



International luxury hotel and resort chain

Ius Laboris conducted an HR compliance audit of 27 hotels across 17 jurisdictions for one of the world's largest luxury hotel and resort chains.

The client received a report outlining all employment related risks for each audited hotel, along with an overall project report.

Ius Laboris also provided the hotel chain with general employment advice on other issues, including, setting up in new locations, employment issues in existing locations, and the applicability of global policies across all locations.

Pro bono cases examples



Brazil

Throughout our Pro Bono front we highlight our support to institutions dedicated to work with children and/or teenagers, elderly people, women, black people, LGBT+ population or people in vulnerability situation.

The legal assistance program run by our lawyers acts directly in the Citizenship pillar helping families to gain autonomy and agency.

In 2022, the legal department handled 171 cases, among them child support cases, worker's disputes and compensations, visitation and adoption rights, social security benefits, housing titles, etc. Our Brazilian team has already invested around 300 hours in the project, 20 volunteers and more than two hundred thousand reais.



Latvia

For more than five years we have provided pro bono legal assistance to the Association of LGBT+ and their friends Mozaika as their official legal counsel. Our pro bono team represents families before administrative courts to ensure that same-sex families are recognised and receive support for their daily needs without facing discrimination. The team has been successful in helping rainbow families to receive family benefits or legal recognition from the Ministry of Foreign Affairs, Office of Citizenship and Migration Affairs, State Social Insurance Agency, and State Revenue Service.

Latvian courts have recognised same-sex couples as families in nearly 50 cases.

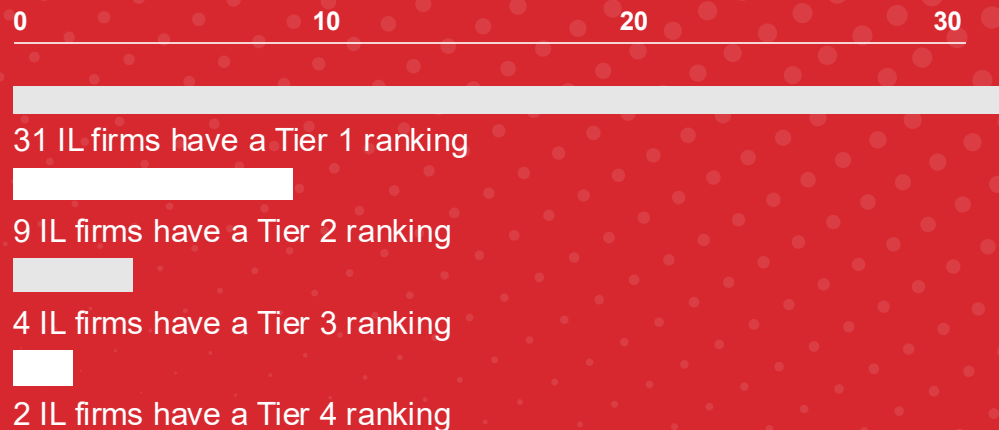
Our lawyers have represented 10 of the applicants.

How we rank

- Ius Laboris has a Chambers Elite ranking

Ius Laboris member firms have an average

- Chambers ranking of 1.54 in 56 countries*
– by far the highest in the market:



31 IL firms have a Tier 1 ranking

9 IL firms have a Tier 2 ranking

4 IL firms have a Tier 3 ranking

2 IL firms have a Tier 4 ranking

In comparison

- Average rankings for our competitor and the number of countries they cover:

Baker McKenzie: 2,1 (in 25 countries)

CMS: 2,5 (in 25 countries)

Little: 2,6 (in 26 countries)

Allen & Overy: 1,8 (in 26 countries)

















Linklaters: 2,55 (in 29 countries)

DLA Piper: 2,84 (in 32 countries)

Eversheds: 3,35 (in 36 countries)

Ius Laboris: 1,54 (in 56 countries)

Representative clients

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North America: Canada - Mexico

Central & South America: Argentina - Brazil – Chile - Colombia - Venezuela

Western Europe: Austria - Belgium - Cyprus - Denmark - Finland - France - Germany - Greece - Ireland – Italy Luxembourg - Malta - Netherlands - Norway - Portugal - Spain - Sweden - Switzerland - United Kingdom

Eastern Europe: Bulgaria - Croatia - Czech Republic - Estonia - Hungary - Latvia - Lithuania - Poland - Romania - Serbia - Slovakia – Slovenia - Turkey - Ukraine

Middle East & Asia Pacific: Australia - Bahrain - China - Hong Kong - India - Israel - Japan - Kazakhstan - New Zealand - Papua New Guinea - Saudi Arabia - Singapore - South Korea - Thailand - United Arab Emirates