

Ius Laboris at a glance



We understand the challenges of managing a national and international workforce and advise 30% of the Fortune 1000.

FOCUS
ON HR LAW



LEADER
IN EACH COUNTRY

Our clients cross all sectors and include many Global 500 companies.

Each Ius Laboris firm is handpicked on the basis of being a leading specialist in **Labor & Employment law** in their country ensuring quality and scale across the board.

/ WHO WE ARE

Our combination of **leading local HR lawyers** operating in a seamless **global group**, means we understand and advise on local employment laws and processes in an international setting.



ONE GLOBAL TEAM

/ HOW WE WORK



Billing & Reporting

Consolidated reporting

Single invoicing or invoicing by country

Multinational help-desks

One-off, single jurisdiction, HR legal advice wherever and whenever you need it



Flexible Working Models

Single point of contact to manage your multinational projects

Framework agreements, supplying HR legal advice where and when you need it

/ IN NUMBERS



160+ cities

1 alliance, scale & quality across the board



Ius Laboris FAQ

/ WHY IUS LABORIS

- » All Ius Laboris firms specialize in HR law
- » All firms go through a thorough vetting process, and only the leading independent firms are selected for each country
- » Better integrated than most full service competitors, our firms have over 15 years of experience of working together on multinational projects
- » Our firms offer local labor and employment rates, rather than international corporate rates
- » Our quality process and guidelines ensure our firms provide clear and concise commercial advice and offer a consistent service wherever they may be
- » In addition to offering a single point of contact, we provide single billing on projects, where one firm coordinates the others to provide a seamless service
- » All our firms advise their clients in English
- » We are global. Even if we don't have a member in a particular country, we have a list of firms that we collaborate with regularly around the world (a further 50-60 countries)



/ TRANSPARENT PRICING

Ius Laboris offers cost effective pricing solutions based on local labor and employment rates (versus the corporate rates our competitors charge). Our flexible billing agreements include single billing, fixed fees and other alternative fee arrangements. Because of this, each level of engagement is designed to be flexible and give clients the power to work with us on a level that is best suited to their business and budget.

/ SERVICES

INDIVIDUAL EMPLOYMENT RIGHTS SERVICES

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

OCCUPATIONAL HEALTH & SAFETY SERVICES

- » Health and safety audits
- » Assisting with risk assessments and advising on accident prevention
- » Advising during accident investigation and crisis management
- » Assisting clients during inspections and investigations
- » Training on health and safety obligations
- » Representation in court for alleged health and safety breaches

DISCRIMINATION SERVICES

- » Workplace policies that seek to ensure equality and fairness across the workplace and minimise the risk of breaching the law
- » Advice on all characteristics protected by law (e.g. age, gender, disability, etc.)
- » Workplace audits, for example, for gender pay gap
- » Representation before the courts, where a claim has been made

GLOBAL MOBILITY SERVICES

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

RESTRUCTURING SERVICES

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

EMPLOYEE & EXECUTIVE COMPENSATION SERVICES

- » Incentives for employees
- » Tax planning
- » Social security
- » Bonus plans and stock options
- » International projects to harmonize pay and benefits

DATA PRIVACY SERVICES

- » Data audits
- » Data protection compliance on a worldwide basis
- » Appropriate documentation and policies to ensure compliance
- » 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 (including the screening of employees before and during employment, the use of social media, the monitoring of electronic communications, camera surveillance, the recording of phone conversations and whistleblowing)