

Our Employment Practice

In managing an internationally mobile workforce, today's top global companies face dual challenges: competing for talent while complying with increasingly complex regulatory environments that can vary drastically between countries.

Global companies must balance the need to attract and retain the right employees with the necessity of preventing potentially costly errors in employment agreements, compensation packages, and terminations. Successfully navigating the complex and dynamic international employment landscape has become a business imperative in today's global marketplace.

How We Can Help

We understand that global businesses need to balance their international strategies with local realities, and we advise leading global brands on how to manage that tension. With the longest-established international employment practice in the legal profession, we provide advisory work, litigation and transactional support.

We advise companies on employment and benefits issues across the globe. These projects may involve a discrete and sensitive human resources (HR) matter in one country or the movement of 9000 employees across 43 countries. We work with clients on the full range of employment and HR related issues facing businesses today:

- Hiring and separating employees
- Expanding and downsizing
- Protecting confidential information, intellectual property and trade secrets
- Managing all data issues and risks under GDPR and beyond
- Advising on share options and other employee incentive plans
- Assisting on sensitive investigations (including harassment, all forms of discrimination, and whistleblowing)
- All forms of atypical working
- Preparing and customizing on a country per country basis contracts of employment, policies and procedures, handbooks, codes of conduct, terms and conditions and incentives
- Navigating global information and consultation requirements
- Preventing and resolving pre-litigation disputes
- Defending litigation and the use of mediation

What Sets Us Apart

A global network of top-tier employment law practitioners: In a business world of constant change and instant information exchange, companies require accessible, supportive and commercial advisers whose network mirrors their own. We complement our own 22-strong office network with a highly developed 150-country network of first-tier employment and employee benefits practitioners. Our global reach ensures we are always available to you to provide advice on day-to-day HR matters as well as broader practice and strategy in any country. We also undertake projects of a more significant scope and geography, producing clear and practical deliverables to support management.

Real understanding of vital business issues: The HR aspect of business mergers, acquisitions and divestitures has never been more critical to ensure the protection of vital business knowledge. Our international employment law team works closely with the firm's corporate attorneys on cross-border M&A and outsourcing transactions. We have extensive experience advising on business transfer laws, conducting due diligence, leading post-closing integration exercises, preparing transaction-related employment documents as well as negotiating appropriate representations and warranties.

Proactive approach to managing risk: Keeping abreast of changing employment law and regulation presents a growing and substantive challenge. We advise clients on employment and corporate compliance, work with our clients to identify areas of vulnerability, and devise solutions in accordance with local laws and practice.

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Clients We Have Helped



Key Contacts



Suzanne Horne - Partner, London

Suzanne Horne is a partner in the Employment Law practice of Paul Hastings and also head of the firm's International Employment practice. She is based in the firm's London office. She has a broad-ranging practice covering all aspects of employment law and employment-related matters advising both U.K. and international clients. •Horne is described as a "top-notch" lawyer" with "a very down-to-earth approach both with clients and colleagues" and "an extraordinary amount of law in her head." – *Legal 500 2020*



Kirsty Devine - Associate, London

Kirsty Devine is an associate in the Employment practice at Paul Hastings and is based in the firm's London office. Ms. Devine advises U.K. and international clients on a broad range of contentious and non-contentious employment matters, including employment contracts and policies, hiring/firing, restrictive covenants, and the employment aspects of corporate restructurings.



Aashna Parekh - Associate, London

Aashna Parekh is an associate in the Employment practice at Paul Hastings and is based in the firm's London office. Ms. Parekh advises U.K. and international clients on a broad range of contentious and non-contentious employment matters, including employment contracts, handbooks and policies, hiring/firing, employment tribunals and High Court litigation, and the employment aspects of corporate transactions and global and U.K. restructurings.

"Paul Hastings' continuing success demonstrates its consistent and unparalleled level of individual and collective talent in this field" - *Who's Who Legal*