



# Employment

AN OVERVIEW OF OUR TEAM

## Your key issues

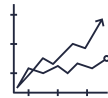
Managing human resources with flexibility and pragmatism while maintaining a competitive advantage requires constant adaptability, particularly in light of increasingly complex legislation as well as ethical considerations.

Social and employment issues have gained increasing importance in the day-to-day operations and management of companies both in France and internationally. For economic players, having expert support has become a necessity and a crucial part of project and risk management.

## How DLA Piper can help

### BY MANAGING YOUR ECONOMIC AND STRATEGIC REORGANISATION AND RESTRUCTURING PROJECTS

- Corporate Reorganization
  - Share purchase audit/acquisition
  - Drafting and negotiation of social aspects of share purchase acts/acquisition
  - Assistance in transition phases, post-closing integration and harmonization
- Restructuring and collective dismissal
  - Negotiating with employee representatives
  - Defense of corporate interests before local administrative authorities
  - Managing communication issues and crisis situations
  - Preparation and negotiation of collective agreements
  - Development and implementation of plans
  - Employment Backup
  - Social aspects of collective proceedings
- International Mobility of workers/Outsourcing



### BY MONITORING THE DAILY ACTIVITIES OF YOUR BUSINESS AND RECURRING CONTENTIOUS ISSUES

- Optimization of working time
- Corporate presence in France
- Structuring of compensation plans and employee savings
- Strategy of accompanied departures – Packages structuring
- Advice and assistance on sensitive issues (harassment, obligation of results security, psychosocial risks at work, compensation of inventions, protection of personal data and business alerts, etc.)



### BY MANAGING YOUR NETWORK RELATIONSHIPS

- Election of employee representatives
- Collective negotiation and support in managing relationships with the IRP and administrative authorities
- Management of collective disputes (strikes, lockouts, sequestrations, etc.)



### BY DEFENDING YOUR INTERESTS WITH THE JUDICIARY AND IN DEALINGS WITH ADMINISTRATORS

- Defense of companies and their leaders in all civil, administrative and criminal jurisdictions
- Defense of companies in case of control/URSSAF recovery and labour Inspection visits



Our clients benefit from our online resources with fast access to in-country, cross-border employment and labour law information assets that support fast and effective collaboration between DLA Piper experts and your people.

## Our Team

In France, our team is comprised of 17 lawyers including 3 partners, and is a part of an international team of over 400 employment lawyers spread across more than 30 countries.

Thanks to our international platform, we are able to combine our multidisciplinary and multi-jurisdictional expertise to meet our clients' needs.



**Philippe Danesi**  
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Philippe Danesi heads the Employment group in France. He has a broad experience in assisting companies in dealing with the employment aspects of complex restructuring operations and related litigations.



**Bijan Eghbal**  
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Bijan Eghbal practices primarily in the area of French labour law. His experience includes handling several major collective dismissal transactions arising from plant closings or the restructuring of manufacturing, distribution and other commercial activities.



**Jérôme Halphen**  
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Jérôme Halphen assists and represents national and international companies and groups in contentious and non-contentious matters, with respect to both individual and collective employment issues.



**Marine Gicquel**  
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Marine Gicquel advises and represents local and international clients in France in a wide range of services and industries, in particular in the media sector (TV, press, press agencies, music, entertainment, video games).

*“The DLA Piper employment law team, led by Philippe Danesi, is a very responsive, technical and sophisticated team. Beyond its precision and fine analyses, we particularly appreciate its ability to offer us creative and pragmatic solutions.”*

— THE LEGAL 500 PARIS 2021 – Tier 2

### CLIENTS COMMENT:

*“We like their reactivity: they always answer very quickly, be it via phone or email, and they provide sharp technical analysis. This is precise and technical and it always perfectly answers our questions.”*

### INTERVIEWEES ALSO EXTOL:

*“They are proactive and understand our business,”  
adding: “They are excellent partners that I can really trust.”*

— CHAMBERS EUROPE 2021

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