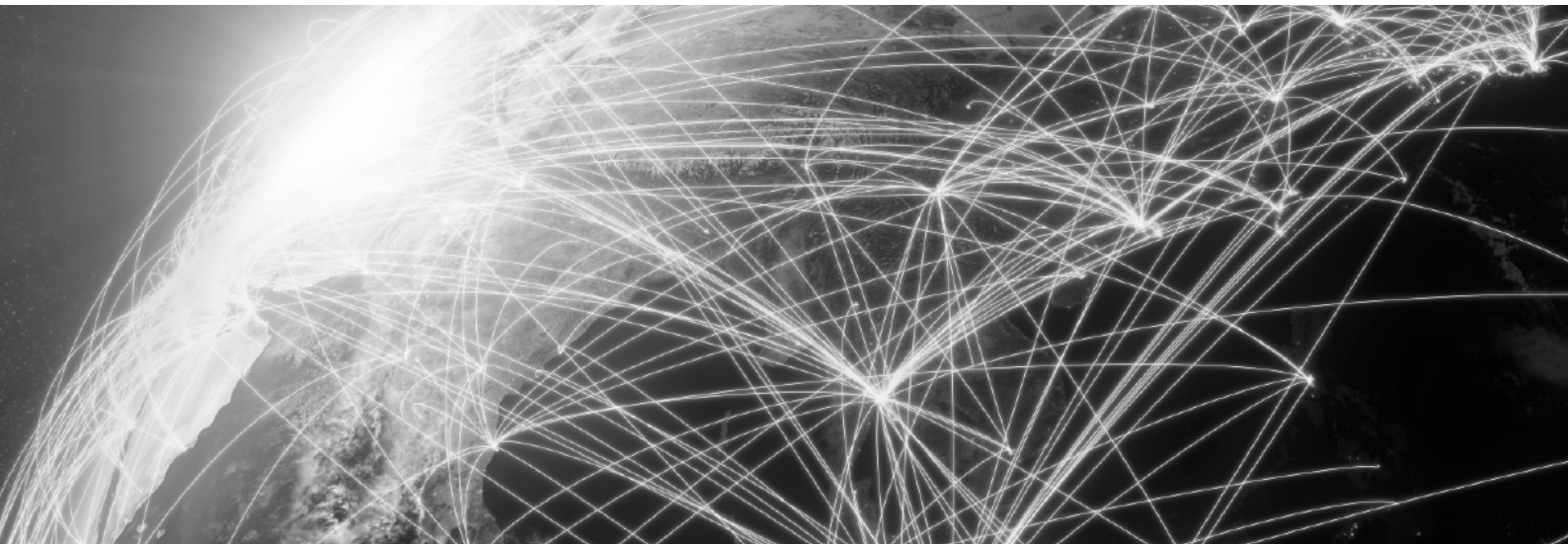


EFFECTIVE, INTEGRATED ADVICE

# Global Employment Mobility

ashurst



In the ever-evolving global economy, businesses face critical needs for personnel transfers across the globe in a timely and efficient manner to maintain a competitive advantage.

We deliver effective, integrated advice to multinational employers who manage workforces across various jurisdictions. We have an extensive team of dedicated employment lawyers across the UK, Europe and Asia Pacific regions. Our services include:

## Global employment mobility models

- Secondment/international assignment agreements operating together with home employment terms
- Dual employment by home and host employers with the home employment suspended while the assignment operates
- Clean break with back-to-back employment arrangements

## International employment advice

- Employment contracts and other documents for moving employees within and between global corporate groups
- Global and regional employment contract template and policy reviews
- Employment law and workplace relations compliance audits
- Employment aspects of cross-border transactions
- Setting up operations in new countries
- Major employment disputes, particularly with a cross-border element
- Restructuring across multiple jurisdictions

## Related services

- Superannuation/pension funds advice for a globally mobile workforce
- Employee incentive schemes, including share and option schemes
- Immigration law considerations
- Cross border protection of proprietary information
- Arranging tax advice

# Our global employment practice

Our global employment practice consistently delivers high quality, commercially relevant legal advice worldwide, combining specialist legal skills, industry experience and regional know-how to meet our clients' needs. We recognise that management of people is key to business success. We work with clients to respond immediately to all workplace issues and provide solutions which are tailored to and appropriate for our clients' commercial objectives, people strategies and culture.

Our focus is getting to the heart of our clients' legal needs and delivering commercially astute and practical solutions. We have a proud history, long-standing client relationships and a passion for challenging conventions to solve clients' problems.



📍 OENTOENG SURIA & PARTNERS  
(ASSOCIATED OFFICE)

📍 FAISAL ADNAN BAASSIRI LAW FIRM  
IN ASSOCIATION WITH ASHURST LLP

📍 INDIAN LAW PARTNERS  
(BEST FRIEND FIRM)

## OUR GLOBAL PRESENCE

Ashurst is a leading international law firm advising corporations, financial institutions and governments. With more than 400 partners and 1,500 lawyers across a network spanning Asia, Australia, Europe, the Middle East, North America and the United Kingdom, our combination of local expertise and global experience helps us provide innovative and informed solutions.

## A SNAPSHOT OF OUR RELEVANT EXPERIENCE

Client	Description
<b>Multinational mining companies</b>	Designing long and short term international assignment agreements. Advising on the legal and practical implications of managing a globally mobile workforce including in relation to pension and incentive arrangements, the recovery of payments and long service leave benefits. Advising on a range of cross border employment disputes.
<b>Singapore sovereign wealth fund vehicles</b>	Comprehensive review and harmonisation of workplace policies for compliance with laws of various Asia-Pacific jurisdictions and best practice among similar multi-national enterprises.
<b>Australasia's largest food manufacturer/ Major infrastructure investment fund/ Major engineering contractor</b>	Reviewing employment contracts and assisting with advice on international mobility issues across countries including China, Hong Kong, Singapore, India, Korea and Malaysia.
<b>Global management consulting firm</b>	Advising on the employment issues to be considered in developing a global mobility policy and the range of approaches available.
<b>Major marine geophysical services company</b>	Advising on complex termination and transfer issues in various jurisdictions in the context of a restructure, including coordination of strategy and drafting documents for cross-border mobility of employees.
<b>Global logistics company</b>	Advising on the employment aspects, including a multi-jurisdictional employee reorganisation, of the sale of its bulk shipping container business.
<b>Petrochemicals industries company</b>	Advising in relation to the formation of a joint venture. We coordinated advice from 18 different jurisdictions to ensure the successful transfer of employees to the JV by TUPE or complex contractual offer and acceptance mechanisms.
<b>FTSE 100 Company</b>	Acting in the defence of a complex, multi-jurisdictional sex and race discrimination and equal pay claim. The case involved cross border secondments and alleged discrimination in a number of jurisdictions. This was a multi-million pound claim, settled on favourable terms for our client before trial in the Employment Tribunal.
<b>Multi-national corporate</b>	Advising on the employment issues surrounding the restructure of its operations in the UK, Belgium, France and The Netherlands, including advising on consultation with its European Works Council and co-ordinating consultation in each jurisdiction.
<b>Major multinational media firm</b>	Advising in relation to the global outsourcing of its information services technology functions. The outsourcing involved the transfer of over 1,000 staff in over 100 jurisdictions.
<b>Major automobile lending and leasing business</b>	Advising on the design and implementation of an international deployment program to facilitate long-term transfers of employees between group entities and JV companies on a global basis.

Note: Ashurst does not have a presence in all countries referred to, or local law practice capacity in all countries where it does have a presence. Ashurst accordingly worked with qualified local counsel from other firms where required.

# Key global mobility employment contacts

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