



International Employment Law

Accolades from International Employment Lawyer (IEL)

2024 International Employment Law Team of the Year: “a truly global practice, covering day-to-day employment and labor advice, bet-the-company transactional support, and cutting-edge disputes works for an A-list client base”; IEL Global Elite 2025

Our Practice

Seyfarth's International Employment Law practice is the world's largest specialist practice of its kind, with experience covering more than 190 countries, acting for some of the world's largest multinational companies on a global, regional, and local basis. Our service model involves only foreign-trained lawyers with true specialist international employment expertise. We operate with continuity among the lawyers working on clients' matters to ensure that institutional knowledge about our clients and their industries is captured and properly leveraged over time.

International Transactional Assistance. Mergers and acquisitions, spinoffs and joint ventures, including HR due diligence, international employment structures, advice regarding union and/or works council consultation, business transfer laws and post-transaction workforce integration issues.

Global Investigations. Our cross-border employment team is skilled and knowledgeable in conducting complex workplace investigations, advising in relation to the appropriateness of workplace investigations (or other more immediate steps that may be taken), and managing executive exits and high-profile cases alleging harassment, bullying and discrimination.

Compliance Issues. Labor and employment law requirements such as working hours/overtime, leave requirements, data protection, and anti-discrimination and harassment issues; as well as corporate compliance measures such as codes of conduct, whistleblowing, and anti-bribery programs.

Strategic and Commercial HR Initiatives. Remote working arrangements, performance management programs, international assignment/transfer structures, and retention and remuneration arrangements including compensation, commission and bonus arrangements, non-compete/nonsolicitation arrangements, and IP protection arrangements.

Representative Example

Assisted with all of the international employment aspects of a \$5.7 billion acquisition of a biotech/pharmaceutical company with operations in over 30 countries. We conducted due diligence and advised the client regarding employment integration matters, including works council and employee representative consultations. We prepared and managed the roll-out process for non-competition agreements for high-level executives in 16 countries.