



# IUS LABORIS GEOGRAPHIC COVERAGE

## MIDDLE EAST & ASIA PACIFIC

China
Hong Kong
India
Israel
Japan
Kazakhstan
New Zealand
South Korea
Singapore
Turkey
United Arab Emirates

## NORTH AMERICA

Canada
Mexico
USA

## CENTRAL & SOUTH AMERICA

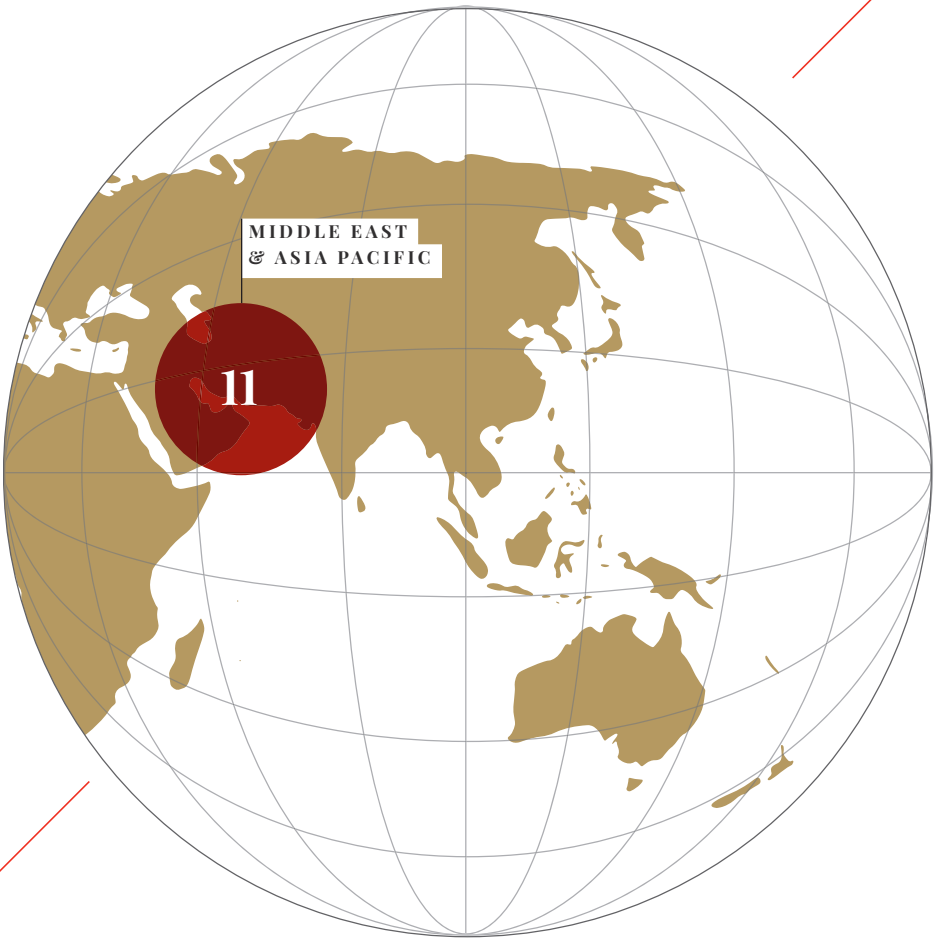
Argentina
Brazil
Chile
Colombia
Panama
Peru
Venezuela

## WESTERN EUROPE

Austria
Belgium
Cyprus
Denmark
Finland
France
Germany
Greece
Ireland
Italy
Luxembourg
Netherlands
Norway
Portugal
Spain
Sweden
Switzerland
UK

## CENTRAL & EASTERN EUROPE

Belarus
Bulgaria
Croatia
Czech Republic
Estonia
Hungary
Latvia
Lithuania
Malta
Poland
Romania
Russia
Serbia
Slovakia
Slovenia
Ukraine



# WHY IUS LABORIS?

- » All Ius Laboris firms specialise 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 labour 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 labour and employment rates (versus the corporate rates our competitors charge).

Our flexible billing agreements include single billing, fixed fees and other alternative fee arrangements. 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.

For example, we have a retainer agreement with MTV/Viacom and a framework 'preferred supplier arrangement' with Inditex. At Ius Laboris, we provide every business with simple solutions to complex problems.

## 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
- 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 schemes and stock options
  - » International projects to harmonise pay and benefits
- 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

- 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)

- 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

- 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

- OCCUPATIONAL PENSIONS SERVICES**
  - » Corporate pensions strategy
  - » Investment structures and funding solutions
  - » European cross border pension schemes
  - » Governance
  - » Consolidation and harmonisation of pensions arrangements
  - » Long term savings options that can be made available to employees
  - » Regulatory compliance
  - » Dispute resolution

