

EMPLOYMENT LAW | FRANCE

Gide brings together one of the leading teams of employment law specialists in France and has a distinguished reputation for its high-level expertise and excellent advisory and litigation services. The Employment Law department is comprised of six partners, over 20 associates, and a specialised librarian who advise French and international clients on all aspects of employment law. The department's lawyers are proficient in French, English, German, Spanish, Greek and Japanese.

The Employment Law department offers outstanding expertise in employment law and social security law-related matters concerning:

- Aspects of employment law in national and international mergers and acquisitions and restructurings;
- Assisting and representing companies on individual and collective employment law litigations (namely relations with employees' representative bodies, trade union law, electoral law), and on social security law (namely contributions, provident schemes, work-related accidents and illnesses);
- Drafting collective agreements for both employment law and social security matters;
- Introducing international mobility policies for employees and management;
- Introducing and modifying social security regimes, employee savings schemes, and pension savings schemes;
- Assisting public and publicly-funded companies which have specific articles of agreement;
- Assisting and representing companies and their management before the courts in matters of employment criminal law.

Lawyers in the Employment Law department liaise with experts in the other practice areas at Gide on matters concerning tax, corporate law, intellectual property, and insurance law.

Lawyers based in Gide's international offices also deal with employment law and social security law-related matters in the countries where they are present.

Given its highly developed international dimension, the Employment Law department plays an active role in the Lex Mundi leading association of independent law firms and has built strong relations with Anglo-Saxon law firms. It works regularly in close cooperation with leading local law firms in countries where Gide does not have an office.

The Employment Law department keeps clients up-to-date with all recent developments in employment legislation and case law by regular seminars, adapted training sessions, and e-newsletters in French and English.

In addition to their advisory and litigation services, our lawyers actively contribute to new developments in employment law by participating in conferences and writing articles for the specialist press both in France and abroad.

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Gide Loyrette Nouel A.A.R.P.I.'s 'always responsive' 23-lawyer team gives 'excellent practical advice' to many French leading companies and some large international groups from various industries, such as the luxury goods, leisure and hospitality, aviation and energy sectors. Recently, the practice has been dealing with highly sensitive restructuring and litigation issues including illicit subcontracting of workers, co-employment, unfair competition, site closure, employees transfers and strikes, but also advised on some large M&A transactions. Air France, EDF, LVMH and Engie are clients. Baudouin de Moucheron jointly heads the practice with Foulques de Rostolan, who 'has longstanding experience and shows personal involvement'. Also highly recommended are Aurélien Boulanger, David Jonin, who designs 'efficient litigation strategies', Guillaume Navarro and François Vergne. »

Legal 500 EMEA 2018

“Well-established team noted in particular for assisting with strikes, corporate restructurings and employment protection plans. Additionally adept at representing companies in employee litigation. Acts for clients from a range of industry sectors, including energy, telecommunications and aviation. One source admires how the firm is 'able to provide accurate and high-quality analyses within very limited timeframes.' Another client highlights that the lawyers are 'good at giving pragmatic advice,' adding: 'They are a joy to work with.'

Baudouin de Moucheron is recognised for his skill in employee disputes by market commentators who describe him as a 'good litigator.' He also offers advice on strikes and corporate restructurings, with additional experience handling mandates concerning workplace discrimination. François Vergne assists clients from the telecommunications and technology sectors with job protection plans, disputes and corporate restructurings. Sources laud his client-oriented approach, saying: 'He gives extremely practical advice and delivers it in a very sensitive way.' »

Chambers Europe 2018