
THE EMPLOYMENT LAW REVIEW

FIFTH EDITION

EDITOR
ERIKA C COLLINS

LAW BUSINESS RESEARCH

THE EMPLOYMENT LAW REVIEW

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Fifth Edition

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ERIKA C COLLINS

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EDITOR'S PREFACE

It is hard to believe that we have now published the fifth edition of *The Employment Law Review*. When we published the first edition of this book five years ago, I noted my belief that a book of this sort was long overdue given the importance to multinational corporations of understanding and complying with the laws of the various jurisdictions in which they operate. It has given me great pleasure to see the past editions of this book used over the last several years for just this purpose – as a tool to aid practitioners and human resources professionals in identifying issues that may present challenges to their clients and companies. The various editions of this book have highlighted changes in the laws of many jurisdictions over the past few years, making even clearer the need for a consolidated and up-to-date reference guide of this sort.

My practice in 2013 included a notable uptick in M&A activity – a welcome development after several relatively flat years in this area following the financial crisis. For this reason, we've opted to include once again a general-interest chapter in this book on addressing employment issues in cross-border mergers and acquisitions. It is our hope that this chapter, along with the relevant country-specific chapters, will aid practitioners and human resources professionals in conducting due diligence and providing other employment-related support in connection with cross-border M&A deals.

This year I have also experienced an increasing number of clients considering or revising their company's social media and mobile device management policies, and have noted a particular increase in the number of organisations that are moving toward 'bring your own device' programmes. One of the general-interest chapters in this edition addresses issues for consideration by multinational employers in rolling out policies of this sort. This issue is particularly timely as more and more jurisdictions pass or are beginning to consider privacy legislation that places significant restrictions on the processing of employee personal data.

Finally, the third general-interest chapter addresses diversity initiatives (both legislative and corporate), as this issue continues to be a hot topic for global employers.

In addition to these three general-interest chapters, the fifth edition of *The Employment Law Review* includes 50 country-specific chapters. This edition has once again

been the product of excellent collaboration. I wish to thank our publisher, particularly Katherine Jablonowska, Adam Myers, Gideon Robertson and Eve Ryle-Hodges, for their hard work and continued support. I also wish to thank all of our contributors, as well as my associate, Michelle Gyves, for their efforts to bring this edition to fruition.

Erika C Collins

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New York

February 2014

Appendix 1

ABOUT THE AUTHORS

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Erika Collins is a partner in the Proskauer employment law department and co-chair of the international labour and employment group. Ms Collins provides strategic advice and counselling to multinational employers on a wide range of global employment law and human resources matters. She leads a team of employment lawyers in the firm's US and non-US offices and has developed a network of international employment counsel to provide assistance worldwide. She represents public and private companies and advises on cross-border employment matters spanning Europe, Asia, Africa and North and South America.

Ms Collins assists employers with global employment issues and advises companies when they are expanding or downsizing around the world. She has handled office openings and workforce expansions; employment terminations, including mass lay-offs and office closures; executive hirings and terminations and the attendant negotiations; and has prepared employment, separation, expatriate and consulting agreements in dozens of countries. She conducts multi-country audits of employment laws and practices, and provides strategic compliance advice regarding a wide range of issues, including data privacy, fixed-term contracts, M&A transactions, outsourcing and working time and leave regulations.

She has been named in *The International Who's Who of Management Labour & Employment Lawyers*, 2007 to 2013. She is recognised as 'a leading New York employment defense lawyer' in the 2007 to 2011 *Chambers USA America's Leading Lawyers for Business* and was selected for inclusion in the 2007 to 2013 *New York Super Lawyers Magazine*; the 2009 and 2010 issues of *Super Lawyers: Corporate Counsel Edition*; *The International Who's Who of Business Lawyers*, 2009 to 2013; and *The Best Lawyers in America*, 2010 to 2013. Ms Collins has also been listed in the 2007 to 2010 editions of *PLC Which Lawyer? Yearbook* and has been recognised as a leading lawyer in the United States for international labour and employment law.

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