

# International HR Services



Our aim is to provide clients with an international HR service encompassing Employment, Business Immigration, Employee Incentives & Benefits and Trade Secrets in an efficient and cost-effective manner.

We offer domestic and international employment and labour law advice throughout our network of offices in Europe, the Middle East and Asia Pacific with over 130 lawyers. We provide clients with a comprehensive range of legal advice across the full spectrum of contentious and non-contentious employment law.

To complement the expertise in our own offices, we have developed tried and tested relationships with law firms in several jurisdictions, through many years of working with multi-national clients on international projects.

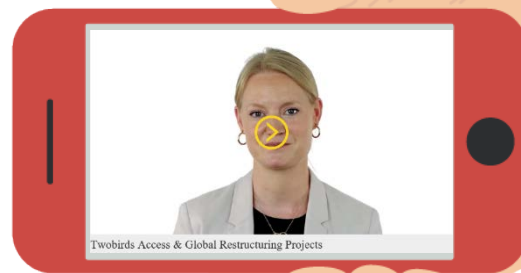
In a snapshot, we cover all aspects of Labour & Employment and HR services across our offices, including:

- Global staff data management;
- Staff mobility, contingent workers, contractors and third-party arrangements;
- All aspects of contract and remuneration including incentive schemes, social fund and pension scheme issues;
- Pre-hiring to post-termination protection for your confidential information and business assets;
- Advising on rules relating to discrimination, pay parity and other ethical rules;
- All day to day management issues from pay to performance and expansion strategies to reductions in force; and
- Unions and industrial relations from a practical standpoint.

## Project management and delivery using tech

As dedicated employment lawyers working in one of the leading technology law firms in the world, we are committed to using technology to drive down costs and improve service delivery for our clients.

Our employment team has significant experience using our [twoBirds Access](#) platform to project manage international projects for many of our clients ([watch the video demonstration on using Access for international restructuring projects](#)), which is one of our many legal operations [solutions](#) and principles which guide how we deliver advice.



# Adding value

*We share our incisive know-how and experience with clients to give them the commercial edge.*

## **Horizon Scanning**

We have developed a Horizon Scanning product, released every 6 months, to provide our clients with clear visibility over the shifting HR legal landscape, through a traffic-light overview of upcoming trends and legislative changes across all Bird & Bird jurisdictions. Click [here](#) to request a copy.

## **The Ethical Workplace & The Law in Practice**

The concept and importance of an Ethical Workplace is not new. However, recent events over the past two years have brought this issue to the fore like never before, and there is increasing pressure on employers to demonstrate their commitment and credentials as an ethical business.

We have a number of resources available on our [site](#), including sessions on [domestic violence](#), [diversity monitoring](#), [mental health](#) and [positive action](#).

## **HR Data Essentials**

It is increasingly important for HR, Human Capital and Talent teams to have a good understanding of privacy matters and how these impact their day-to-day activities, as well as anticipating the implications of developments within the business.

To help you navigate these issues, we have created the [HR Data Essentials site](#). This site brings together key resources for HR teams in tackling key data-related issues. Recently, we have produced a COVID-19 [chart](#) with information on vaccines, our Equality, Diversity, and Inclusion [chart](#) and an EU Whistleblowing Directive [tracker](#).

## **Global Restructuring Projects**

The world is slowly recovering from COVID-19. Whilst the impacts of the pandemic have not been felt uniformly, businesses in all sectors are undertaking major strategic workforce restructurings in order to respond to the changing needs of their people, customers and suppliers and adapt to the operating environment of the future.

Our International HR Services team has considerable experience advising clients in all sectors on the employment-related aspects of complex workforce restructurings across multiple jurisdictions.

## **Remote working**

2020 has seen one of the most dramatic transformations of the global workforce imaginable. With minimal notice, tens of millions of office-based workers have been sent home to set up remote workplaces from kitchen dining tables and home offices on a scale never seen before.

Businesses around the world have adapted surprisingly well. It is also clear that this global remote working 'experiment' presents significant opportunities for employers longer term as regards costs and talent retention. At the same time, employers are mindful of the benefits that being in the same physical space brings.

We have produced an in-depth guide identifying some key insights for employers internationally. Please contact us for more details.

## **Industry alliances and contacts**

On top of our own legal updates and communications, we offer additional value to our clients through our strength and presence in the HR Community via partnerships with carefully selected third party organisations, including our partnership with [CRF](#). We work very closely with CRF, including on co-producing reports on [M&A](#) and [D&I](#).

# Your contacts



## Ian Hunter

Partner and co-head of the  
International HR Services group,  
London  
[ian.hunter@twobirds.com](mailto:ian.hunter@twobirds.com)



Here at Bird & Bird, where I have worked since 1996, I co-head the International Employment Group and lead the employment team in London.

I specialise in ensuring that clients, wherever they are based around the world, receive the level of support to get the best from their key asset – their people.

I understand the importance to clients of receiving advice from a trusted adviser who combines legal expertise with honesty, acute awareness of a constantly changing world and how those changes will impact your workforce and business. My aim is to ensure we deliver more than legal advice but produce solutions based on a nuanced exercise of judgment of your particular circumstances and priorities.



## Pattie Walsh

Partner and APAC Employment  
Lead, Hong Kong  
[pattie.walsh@twobirds.com](mailto:pattie.walsh@twobirds.com)



Here at Bird & Bird, I am a partner in our international Employment group and head of our AsiaPac employment team. I am also a member of our Board.

I am currently qualified to practise in Hong Kong, Australia and England. This reflects my recent history where I have been lucky enough to be based in London, Sydney and Hong Kong. At the moment my base is Hong Kong but I regularly meet and work with clients across AsiaPac, in the UK and the US.

Alongside day-to-day employment advice, I also enjoy being part of the key strategic conversations that are taking place around the globe as organisations seek to embrace a rapidly changing environment. I have been talking publicly and with clients about a variety of topics. These range from ethics in the workplace, to embracing 5G and increased workforce digitisation.

